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ABSTRACT

This study was conducted to investigate the construct validity of scores on the Personal Preferences Self-Description Questionnaire (PPSDQ), a measure of Jungian types. Confirmatory factor analysis methods were used to investigate the structures underlying PPSDQ responses of 641 university students. The model fit statistics were generally supportive of a conclusion that the PPSDQ-93 yields scores with the expected psychometric properties. Classical psychometric analyses were also supportive of a view that the instrument has reasonable properties; these analyses included item and alpha analyses, and both orthogonal and oblique exploratory factor analyses. Seven appendixes contain correlation matrices, and tables of descriptive statistics. (Contains 4 tables, 7 appendix tables, and 26 references.) (Author/SLD)

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STRUCTURE OF PPSDQ-93 ITEM 'PARCELS':
CONFIRMATORY AND OTHER ANALYSES

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ABSTRACT

The present study was conducted to investigate the construct validity of scores on the Personal Preferences Self-Description Questionnaire (PPSDQ), a measure of Jungian types. Confirmatory factor analysis (CFA) methods were employed to investigate the structures underlying PPSDQ responses of 641 university students. The model fit statistics were generally supportive of a conclusion that the PPSDQ-93 yields scores with the expected psychometric properties. Classical psychometric analyses were also supportive of a view that the instrument has reasonable properties; these analyses included item and alpha analyses, and both orthogonal and oblique exploratory factor analyses.

Measures of psychological types are among the most frequently used measures of personality (cf. Thompson & Ackerman, 1994). Measures of type are grounded in the basic precepts of Carl G. Jung's theory of psychological functions. The theory presumes that "...much of the seemingly random variation in behavior is actually quite orderly and consistent, being due to basic differences in the way individuals prefer to use their perception and judgment" (Myers & McCaulley, 1985, p. 1).

At least two factors account for the popularity of measures of psychological type (McCaulley, 1990). First, unlike many personality measures, measures of type focus on normal variations in personality, and because more people have normal as against abnormal personality, the measure may be useful with more people and in more situations than would be measures of psychopathology. Second, many counseling psychologists find that measures of type have enormous "face validity" for clients, i.e., that clients understand the concepts implicit in the measure, tend to agree with important aspects of type characterizations, and find the information to be useful, free of value judgments, and non-threatening.

However, this is not to suggest that measures of type have failed to provoke psychometric controversy. Paired articles debating related measurement issues have appeared, for example, in a 1989 issue of Journal of Counseling and Development (Carlson, 1989; Healy, 1989) and in a 1991 issue of Measurement and Evaluation in Counseling and Development (McCaulley, 1991; Merenda,

1991).

One measure of type is the Personal Preferences Self-Description Questionnaire (PPSDQ), developed by the senior author. The PSDQ has undergone several iterative sequences of item development and revision with series of samples (cf. Arnau, Thompson & Rosen, 1997; Kier & Thompson, 1997; Melancon & Thompson, 1994, 1996; Thompson & Melancon, 1995, 1996a, 1996b, 1997; Thompson & Stone, 1994).

The present study was conducted to investigate the construct validity of scores on the Personal Preferences Self-Description Questionnaire (PPSDQ). Factor analysis can be very useful for this purpose, as explained by Thompson and Daniel (1996). Of course, we took as a premise the recognition that it is scores, and not tests, which are reliable and valid, under certain circumstances and for certain purposes (Thompson, 1994).

Method

Participants

The methods we used in the present study are very sophisticated, but are "large sample" methods requiring numerous participants. To achieve such sample sizes, we combined data collected and analyzed in two previous studies (Kier & Thompson, 1997; Thompson & Melancon, 1997). This yielded a sample size of 641 participants.

Data were collected from students enrolled in a large public university or in a smaller private university. The mean age of the 641 participants was 23.2 (SD=7.7). There were more females

(76.0%) than males in the sample. Most of the participants were non-minority students (70.8%), though there were representative proportions of African-American (12.6%) and Hispanic (10.3%) students in the sample as well.

Instrument

We administered the latest 93-item version of the Personal Preferences Self-Description Questionnaire (PPSDQ) to the 641 college students. The PPSDQ consists of both word-pair items and sentence items posited to mark each of the four psychological types.

The PPSDQ word-pair items are presented as semantic differential scales with a "1" to "7" response format. The response format for the sentence items involves Likert scales indicating strongest disagreement ("1") to strongest agreement ("7").

Results

Confirmatory factor analysis (CFA) methods were employed in the present study. Exploratory factor analysis yields indeterminate common factors, so even if methods could somehow create meaning or define constructs, certainly exploratory common factor analysis can not do so. As Mulaik (1987, p. 301) noted, "It is we who create meanings for things in deciding how they are to be used. Thus we should see the folly of supposing that exploratory factor analysis will teach us what intelligence is, or what personality is." Confirmatory analysis forces us to ourselves do the best job we can of creating the meaning of our constructs, presumably using

available theory and previous empirical research. The latent variables we define then represent a more objective conception of our constructs.

Our first analyses tested the hypothesis that the 93 items defined the four factors we expected: Extraversion-Introversion (EI), Sensation-Intuition (SN), Thinking-Feeling (TF), and Judgment-Perception (JP). Table 1 presents various results associated with this analysis.

INSERT TABLE 1 ABOUT HERE

In the present study item "testlets" or item "parcels" (e.g., Cattell, 1956; Cattell & Burdsal, 1975; Gorsuch, 1983, pp. 294-295) were also created by combining items to create score aggregates that could then be subjected to confirmatory factor analysis. Doing this improves parsimony by reducing the number of measured variables, creates more reliable scores for the measured variables, and greatly reduces the number of possible covariances among measurement error sources, and thus is desirable practice (Thompson & Melancon, 1996b).

In previous work with a different sample (Thompson & Melancon, 1996b) we have used such parcels to analyze scores on a previous version of the PPSDQ. In that work parcels were created by pairing scores on items within the four scales so as to improve score normality (e.g., the scores on the most negatively skewed EI item were added to the scores on the most positively skewed EI item, and so forth).

In the present study we created four measured variables within

each of the four scales (EI, SN, TF, JP) by summing all item scores (following score reversal for all negatively worded/reverse-scored items) for (a) *positively worded semantic differential items*; (b) *negatively worded semantic differential items*; (c) *positively worded sentence items*; and (d) *negatively worded sentence items*. The CFA results for this analysis, including CFA structure coefficients (Thompson, 1997), are reported in Table 2.

INSERT TABLE 2 ABOUT HERE

We also created three measured variables within each of the four scales (EI, SN, TF, JP) by summing all item scores (following score reversal for all negatively worded/reverse-scored items) for (a) *positively worded semantic differential items*; (b) *negatively worded semantic differential items*; and (c) *all the sentence items*. The CFA results for this analysis are reported in Table 3.

INSERT TABLE 3 ABOUT HERE

A host of fit statistics can be consulted to us help evaluate the fit of our definitions to data (see Fan, Wang & Thompson, 1997). These statistics include the LISREL goodness-of-fit index (GFI), the parsimonious GFI (PGFI; Mulaik, James, van Alstine, Bennett, Lind & Stilwell, 1989), the Bentler (1990) comparative fit index (CFI), and the parsimonious CFI (PCFI), among others. The various fit statistics for our analyses are reported in Table 4. Additional results are reported in appendices.

INSERT TABLE 4 ABOUT HERE

Discussion

The fit statistics presented in Table 4 are generally supportive of a conclusion that the PPSDQ-93 yields scores with the expected psychometric properties. The comparative fit index for the most parsimonious model, involving use of 12 measured variables (3 per factor) was .91; the GFI for the model was .90; the root mean square residual for the model was .056. These various fit statistics could be higher, but are within a credible range.

The classical psychometric analyses reported in the appendices are also supportive of a view that the instrument has reasonable properties. These analyses include item and alpha analyses, and both orthogonal and oblique exploratory factor analyses.

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Table 1
Maximum Likelihood Factor Structure
(n=641, y=93)

LAMBDA X	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC
SOCIPRIV	0.720	0.000	0.000	0.000
FRIEDIST	0.603	0.000	0.000	0.000
PERSOSHY	0.700	0.000	0.000	0.000
APPRMYST	0.378	0.000	0.000	0.000
MIXERLON	0.780	0.000	0.000	0.000
CONGRECL	0.573	0.000	0.000	0.000
EXUBSERE	0.467	0.000	0.000	0.000
GREGTIMI	0.593	0.000	0.000	0.000
QUIEEXPR	-0.703	0.000	0.000	0.000
REFLECTI	-0.374	0.000	0.000	0.000
INTREXTR	-0.719	0.000	0.000	0.000
STILLANI	-0.486	0.000	0.000	0.000
SOLIAMIC	-0.603	0.000	0.000	0.000
SILEGABB	-0.649	0.000	0.000	0.000
SHYPERSO	0.521	0.000	0.000	0.000
PRESWRIT	0.349	0.000	0.000	0.000
GRPPROJE	-0.401	0.000	0.000	0.000
RELAXSOC	-0.631	0.000	0.000	0.000
LIKETALK	-0.413	0.000	0.000	0.000
NEWPEOPL	-0.604	0.000	0.000	0.000
TALKOTHR	-0.653	0.000	0.000	0.000
REALINTU	0.000	0.367	0.000	0.000
PRECIMAG	0.000	0.645	0.000	0.000
CONCEXPL	0.000	0.522	0.000	0.000
TRADCREA	0.000	0.601	0.000	0.000
DIRINGEN	0.000	0.416	0.000	0.000
PLANVISI	0.000	0.619	0.000	0.000
PRACTHEO	0.000	0.349	0.000	0.000
INSISYST	0.000	-0.515	0.000	0.000
VARIREPE	0.000	-0.491	0.000	0.000
INVENORG	0.000	-0.645	0.000	0.000
INQUCRIT	0.000	-0.386	0.000	0.000
DIVERCON	0.000	-0.551	0.000	0.000
DIVEPREC	0.000	-0.578	0.000	0.000
CONCREAL	0.000	-0.357	0.000	0.000
DIFFPERS	0.000	0.395	0.000	0.000
USEINTUI	0.000	0.292	0.000	0.000
SEEPATTR	0.000	0.200	0.000	0.000
NEWSKILL	0.000	0.186	0.000	0.000
SEEMEANG	0.000	0.252	0.000	0.000
INVENTIV	0.000	0.607	0.000	0.000
CREATNEW	0.000	0.555	0.000	0.000
PREFFACT	0.000	-0.506	0.000	0.000
MECHANIC	0.000	-0.585	0.000	0.000
DISPEMOT	0.000	0.000	0.512	0.000
JUSTHARM	0.000	0.000	0.334	0.000

EVALOPEN	0.000	0.000	0.507	0.000
IMPEPERS	0.000	0.000	0.421	0.000
PRINPEOP	0.000	0.000	0.399	0.000
EVALNONJ	0.000	0.000	0.438	0.000
FACTCOMP	0.000	0.000	0.705	0.000
LOGHUMAN	0.000	0.000	0.573	0.000
SKEPTRUS	0.000	0.000	0.501	0.000
STRIFORG	0.000	0.000	0.596	0.000
EMPALOGI	0.000	0.000	-0.565	0.000
CARICOOL	0.000	0.000	-0.504	0.000
RECEPSEL	0.000	0.000	-0.405	0.000
SYMPFAIR	0.000	0.000	-0.403	0.000
GULLSUSP	0.000	0.000	-0.400	0.000
KINDANAL	0.000	0.000	-0.654	0.000
FEELTHIN	0.000	0.000	-0.624	0.000
TENDRATI	0.000	0.000	-0.679	0.000
ACCEDISC	0.000	0.000	-0.487	0.000
LIGHPRUD	0.000	0.000	-0.500	0.000
AVOIDCON	0.000	0.000	0.234	0.000
EMOTIONL	0.000	0.000	0.521	0.000
SENSITIV	0.000	0.000	0.338	0.000
BUSINESS	0.000	0.000	-0.428	0.000
RESPADAP	0.000	0.000	0.000	0.432
PROMFREE	0.000	0.000	0.000	0.618
TIMERELA	0.000	0.000	0.000	0.552
FLEXORGA	0.000	0.000	0.000	-0.615
RANDSEQU	0.000	0.000	0.000	-0.596
IMPUDELI	0.000	0.000	0.000	-0.504
IMPETASK	0.000	0.000	0.000	-0.618
UNSCHEDU	0.000	0.000	0.000	0.533
LASTMINU	0.000	0.000	0.000	0.348
UNEXPECT	0.000	0.000	0.000	0.586
NOORGANI	0.000	0.000	0.000	0.511
GOWIFLOW	0.000	0.000	0.000	0.485
LASTMINT	0.000	0.000	0.000	0.401
FORMOMEN	0.000	0.000	0.000	0.592
ORDERIRR	0.000	0.000	0.000	0.500
THINKAHE	0.000	0.000	0.000	-0.331
IMPULSIV	0.000	0.000	0.000	-0.484
STRUTIME	0.000	0.000	0.000	-0.604
ENJLISTS	0.000	0.000	0.000	-0.533
HATERUSH	0.000	0.000	0.000	-0.389
ROUCOMFR	0.000	0.000	0.000	-0.562
LCLOSURE	0.000	0.000	0.000	-0.319
BEONTIME	0.000	0.000	0.000	-0.440
COMMITMN	0.000	0.000	0.000	-0.264
PLANAHEA	0.000	0.000	0.000	-0.684

PHI

	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC
EXTRINTR	1.000			
SENSINTU	-0.231	1.000		
THINFEEL	-0.345	0.399	1.000	
JUDGPERC	-0.148	0.711	0.266	1.000

CHI-SQUARE WITH 4179 DEGREES OF FREEDOM = 11576.17 (P = .000)

GOODNESS OF FIT INDEX = 0.684

ADJUSTED GOODNESS OF FIT INDEX = 0.669

ROOT MEAN SQUARE RESIDUAL = 0.076

Table 2
Maximum Likelihood Factor Structure
(n=641, y=16)

LAMBDA X	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC
AIEPOS	0.899	0.000	0.000	0.000
AIENEG	0.819	0.000	0.000	0.000
SIEPOS	0.552	0.000	0.000	0.000
SIENEG	0.751	0.000	0.000	0.000
ASNPOS	0.000	0.803	0.000	0.000
ASNNEG	0.000	0.823	0.000	0.000
SSNPOS	0.000	0.504	0.000	0.000
SSNNEG	0.000	0.635	0.000	0.000
ATFPOS	0.000	0.000	0.864	0.000
ATFNEG	0.000	0.000	0.875	0.000
STFPOS	0.000	0.000	0.515	0.000
STFNEG	0.000	0.000	0.438	0.000
AJPPOS	0.000	0.000	0.000	0.710
AJPNEG	0.000	0.000	0.000	0.816
SJPPOS	0.000	0.000	0.000	0.773
SJPNEG	0.000	0.000	0.000	0.770

PHI	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC
EXTRINTR	1.000			
SENSINTU	-0.200	1.000		
THINFEEL	-0.362	0.449	1.000	
JUDGPERC	-0.133	0.770	0.304	1.000

CHI-SQUARE WITH 98 DEGREES OF FREEDOM = 722.78 (P = .000)
 GOODNESS OF FIT INDEX = 0.878
 ADJUSTED GOODNESS OF FIT INDEX = 0.831
 ROOT MEAN SQUARE RESIDUAL = 0.066

Factor Structure Coefficients (Thompson, 1997)

COVARIANCES

X - KS1

	AIEPOS	AIENEG	SIEPOS	SIENEG	ASNPOS	ASNNEG	SSNPOS	SSNNEG	ATFPOS	ATFNEG
EXTRINTR	0.899	0.819	0.552	0.751	-0.161	-0.165	-0.101	-0.127	-0.313	-0.317
SENSINTU	-0.180	-0.164	-0.110	-0.150	0.803	0.823	0.504	0.635	0.388	0.393
THINFEEL	-0.325	-0.296	-0.200	-0.272	0.361	0.370	0.226	0.285	0.864	0.875
JUDGPERC	-0.119	-0.109	-0.073	-0.100	0.618	0.634	0.388	0.489	0.263	0.266

X - KS2

	STFPOS	STFNEG	AJPPOS	AJPNEG	SJPPOS	SJPNEG
EXTRINTR	-0.186	-0.159	-0.094	-0.108	-0.102	-0.102
SENSINTU	0.231	0.197	0.547	0.629	0.596	0.593
THINFEEL	0.515	0.438	0.216	0.248	0.235	0.234
JUDGPERC	0.156	0.133	0.710	0.816	0.773	0.770

Table 3
Maximum Likelihood Factor Structure
(n=641, y=12)

LAMBDA X	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC	THETA DELTA
AIEPOS	0.911	0.000	0.000	0.000	0.171
AIENEG	0.818	0.000	0.000	0.000	0.330
SINTREXT	0.761	0.000	0.000	0.000	0.422
ASNPOS	0.000	0.785	0.000	0.000	0.384
ASNNEG	0.000	0.849	0.000	0.000	0.278
SSENSINT	0.000	0.602	0.000	0.000	0.637
ATFPOS	0.000	0.000	0.861	0.000	0.258
ATFNEG	0.000	0.000	0.878	0.000	0.229
STHINFEE	0.000	0.000	0.621	0.000	0.614
AJPPOS	0.000	0.000	0.000	0.723	0.477
AJPNEG	0.000	0.000	0.000	0.841	0.292
SJUDGP	0.000	0.000	0.000	0.771	0.406

PHI	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC
EXTRINTR	1.000			
SENSINTU	-0.207	1.000		
THINFEEL	-0.354	0.451	1.000	
JUDGPERC	-0.132	0.812	0.334	1.000

CHI-SQUARE WITH 48 DEGREES OF FREEDOM = 402.82 (P = .000)
GOODNESS OF FIT INDEX = 0.900
ADJUSTED GOODNESS OF FIT INDEX = 0.837
ROOT MEAN SQUARE RESIDUAL = 0.056

MODIFICATION INDICES FOR LAMBDA X	EXTRINTR	SENSINTU	THINFEEL	JUDGPERC
AIEPOS	0.000	27.337	0.049	41.940
AIENEG	0.000	20.207	6.261	25.691
SINTREXT	0.000	2.785	6.616	7.133
ASNPOS	6.987	0.000	5.611	0.071
ASNNEG	9.769	0.000	16.125	13.537
SSENSINT	0.882	0.000	6.872	16.432
ATFPOS	1.176	12.841	0.000	3.063
ATFNEG	0.179	1.632	0.000	0.102
STHINFEE	1.132	12.829	0.000	5.316
AJPPOS	1.161	10.860	12.655	0.000
AJPNEG	3.463	1.259	0.769	0.000
SJUDGP	1.124	18.739	17.686	0.000

MODIFICATION INDICES FOR THETA DELTA

	AIEPOS	AIENEG	SINTREX	ASNPOS	ASNNEG	SSENSIN	ATFPOS	ATFNEG	STHINFE	AJPPOS		
AIEPOS	0.000											
AIENEG	5.366	0.000										
SINTREXT	3.131	0.054	0.000									
ASNPOS	35.388	37.260	0.310	0.000								
ASNNEG	34.507	6.928	11.339	29.244	0.000							
SSENSINT	5.946	0.130	12.571	61.008	5.512	0.000						
ATFPOS	13.372	5.482	9.386	35.929	4.467	1.241	0.000					
ATFNEG	25.134	32.055	0.424	40.722	25.695	4.569	12.566	0.000				
STHINFEE	0.263	0.033	1.617	1.083	2.724	2.460	2.140	15.072	0.000			
AJPPOS	22.542	2.037	8.054	20.353	8.415	1.553	23.156	3.373	0.163	0.000		
AJPNEG	0.214	0.037	0.238	6.873	25.592	13.689	25.602	14.932	4.525	16.122	0.000	
SJUDGPER	2.055	3.096	0.104	2.900	0.098	2.074	0.091	2.450	1.227	0.779	10.341	0.000

Table 4
Fit Statistics for the 3 Models

Model	1	2	3
n	641	641	641
v	93	16	12
Null chi sq	25655.05	5033.19	4024.73
Null df	4278	120	66
Noncentrality	21377.05	4913.19	3958.73
Model chi sq	11576.17	722.78	402.82
Model df	4179	98	48
Noncentrality	7397.17	624.78	354.82
NC / df	1.77008	6.37531	7.39208
GFI	0.684	0.878	0.900
Pars Ratio	0.95607	0.72059	0.61538
GFI*Pars	0.65395	0.63268	0.55385
CFI	0.65397	0.87284	0.91037
Pars Ratio	0.97686	0.81667	0.72727
CFI*Pars	0.63883	0.71282	0.66209

confirm3.wk1 4/14/97 n = 641

APPENDIX A
Correlation Matrix
($n=420+221=641$; $y=21+23+24+25=93$)

	SOCIPRIV	FRIEDIST	PERSOSHY	APPRMYST	MIXERLON	CONGRECL	EXUBSERE	GREGTIMI	QUIEEXPR	REFLECTI
SOCIPRIV	1.0000000									
FRIEDIST	0.4525080	1.0000000								
PERSOSHY	0.4423250	0.4802440	1.0000000							
APPRMYST	0.2367730	0.3943750	0.3195540	1.0000000						
MIXERLON	0.6363450	0.5522950	0.5382170	0.3335290	1.0000000					
CONGRECL	0.3965370	0.4843640	0.4026910	0.3439730	0.4881460	1.0000000				
EXUBSERE	0.3654480	0.1940480	0.2614180	0.1780220	0.3382030	0.2479280	1.0000000			
GREGTIMI	0.3742740	0.2628860	0.5048290	0.1672610	0.4341260	0.3505930	0.3490220	1.0000000		
QUIEEXPR	-0.5149450	-0.3955750	-0.5161460	-0.1670640	-0.4742850	-0.3135170	-0.3828400	-0.4418620	1.0000000	
REFLECTI	-0.3270690	-0.1541390	-0.2100150	-0.1339700	-0.3361770	-0.1394540	-0.2988470	-0.2348650	0.2993850	1.0000000
INTREXTR	-0.5130480	-0.3260830	-0.5124770	-0.2361290	-0.5897130	-0.3633290	-0.3719850	-0.5036480	0.5683480	0.2969840
STILLANI	-0.3450850	-0.2559340	-0.3523470	-0.0418791	-0.3209090	-0.2188360	-0.2930110	-0.3170020	0.4985380	0.1714310
SOLIAMIC	-0.4092130	-0.4309860	-0.4566090	-0.2507050	-0.5341990	-0.5190410	-0.2536700	-0.3392380	0.3871740	0.1729180
SILEGABB	-0.4508180	-0.3096800	-0.4039590	-0.2230050	-0.4475230	-0.3585300	-0.4303230	-0.4054340	0.5643690	0.2729410
SHYPERSO	0.3424660	0.2145350	0.4529890	0.2074970	0.3690460	0.2347970	0.2223910	0.4232870	-0.3982380	-0.2672750
PRESWRIT	0.2246940	0.2062180	0.2263440	0.0935432	0.2601780	0.1537420	0.1859280	0.2359410	-0.2408670	-0.1220740
GRPPROJE	-0.3518600	-0.2917210	-0.1906380	-0.1458770	-0.3749920	-0.2220730	-0.1953010	-0.1644960	0.2062400	0.1717850
RELAXSOC	-0.4833350	-0.3208260	-0.4399630	-0.2401040	-0.4789720	-0.3374650	-0.2472870	-0.3709830	0.4247550	0.2720550
LIKETALK	-0.2824340	-0.2985350	-0.2487220	-0.1870950	-0.3285960	-0.2590250	-0.1661970	-0.1463930	0.2440980	0.0092929
NEWPEOPL	-0.4831120	-0.3981410	-0.3778910	-0.2099110	-0.4660720	-0.3133150	-0.1849590	-0.2619290	0.3909030	0.2024810
TALKOTHR	-0.4101560	-0.3475120	-0.4779750	-0.2155100	-0.4423700	-0.3395380	-0.3036210	-0.4235890	0.4517330	0.1965030
REALINTU	-0.0104261	-0.1144850	0.0147690	-0.0213366	0.0056601	-0.0827978	0.0126438	0.0147247	0.1307330	-0.1379340
PRECIMAG	-0.1315830	-0.0765208	-0.1000040	0.1448850	-0.0528731	0.0123937	0.0512086	-0.0105649	0.1923650	-0.0491500
CONCEXP	-0.1192900	-0.0885547	-0.0825509	0.0695694	-0.1094360	-0.0907504	-0.0356032	-0.1463430	0.2081120	0.1186890
TRADCREA	-0.0522494	-0.0137032	-0.0165502	0.1411180	0.0006211	0.0632167	0.0083492	-0.0137841	0.1554900	0.0076108
DIRINGEN	-0.0549052	-0.0611518	-0.0609483	0.0767525	-0.0418297	-0.0913356	-0.0610033	-0.1347080	0.1914040	0.0058245
PLANVISI	-0.0925107	-0.0142885	-0.0791742	0.1857800	-0.0471065	-0.0103945	-0.0123443	-0.0698985	0.1882940	-0.0660738
PRACTHEO	0.0461094	0.0750610	0.0795161	0.1381310	0.1070840	0.1033750	0.0362495	0.0110411	0.0899326	-0.1182640
INSISYST	0.1662630	0.1763730	0.2032210	-0.0297989	0.1289820	0.1022000	0.0485664	0.1052090	-0.1852550	0.0498882
VARIREPE	0.1732180	0.2222350	0.2540290	0.0394369	0.2307100	0.1613020	-0.0125502	0.1444160	-0.2347650	-0.0594473
INVENORG	0.1232380	0.0401356	0.0766269	-0.1339740	0.0756363	0.0247225	0.0400696	0.0576701	-0.1755830	0.0602191
INQUICIT	0.1401360	0.2278700	0.2231040	0.1090340	0.1633880	0.2541100	-0.0146115	0.0788517	-0.0796432	0.0254830
DIVERCOM	0.1725690	0.0961164	0.1314340	-0.0557847	0.1258660	0.0723517	0.0156969	0.0767364	-0.1410700	0.0350719
DIVEPREC	0.1377980	0.0693387	0.1162460	-0.0678229	0.0836735	0.0529394	0.0480915	0.0990726	-0.1619720	0.0221595
CONCREAL	-0.0483617	-0.0153273	-0.0706066	-0.1095930	-0.0866495	-0.0294130	-0.0122827	-0.0380361	-0.0163436	0.1307380
DIFFPERS	0.0020760	-0.0688834	-0.0170103	0.0485011	-0.0403781	-0.0328855	0.1176630	0.0285413	0.0772396	-0.0510279
USEINTUI	-0.1099730	-0.1283560	-0.1864380	-0.0123405	-0.1368300	-0.1927190	-0.0764684	-0.1854500	0.2341030	0.0035305
SEEPATTR	0.1138660	0.0752395	-0.0025359	0.0765632	0.1207360	0.0692459	0.0753427	-0.0462167	0.0122124	-0.1787260
NEWSKILL	0.0631108	0.0706206	0.0546151	0.1032570	0.0423281	-0.0001165	0.1045860	-0.0297270	0.0283932	-0.0309419
SEEMEANG	0.1120240	0.0305794	-0.0705163	0.0254178	0.0740428	-0.0274146	0.0747353	-0.1383030	0.0712942	-0.1401100
INVENTIV	-0.0979275	-0.0463500	-0.0987641	0.0596814	-0.0864423	-0.0562523	-0.0197276	-0.1383890	0.1900980	0.0485727
CREATNEW	-0.0688881	-0.0504123	-0.0878032	0.0147603	-0.0479591	-0.0245229	-0.0409968	-0.1233000	0.1784990	-0.0145356
PREFFACT	0.0083777	0.0045780	0.0176474	-0.1140650	-0.0022111	-0.0212929	0.0323943	0.0657581	-0.0998954	0.0784796
MECHANIC	0.1109290	0.0597305	0.0554815	-0.1032230	0.0677094	0.0925515	-0.0073834	0.0913085	-0.1230430	0.1441920
DISPEMOT	-0.1641660	-0.2283170	-0.1245910	-0.1484220	-0.1591340	-0.1132170	-0.0966096	0.0371192	0.1473820	-0.0222188
JUSTHARM	-0.0497947	-0.0595975	0.0242294	-0.0157144	-0.0168145	-0.0277503	0.0715643	0.0850166	0.0038806	-0.0576175
EVALOPEN	-0.2576610	-0.3160780	-0.2806440	-0.1525450	-0.2610010	-0.1595290	-0.0340387	-0.0924095	0.2368700	0.1139740
IMPEPERS	-0.2455680	-0.4013440	-0.3458490	-0.3712660	-0.2806780	-0.3743580	-0.1715750	-0.1874280	0.2995110	0.0758550
PRINPEOP	-0.1556600	-0.1232030	-0.0741528	-0.0841494	-0.1792720	-0.1119460	-0.0351534	0.0211264	0.0930044	0.0707635
EVALNONJ	-0.0547578	-0.1761500	-0.0995888	-0.0650723	-0.0792030	-0.1247720	0.1361600	0.0663130	0.0156888	-0.0480092
FACTCOMP	-0.1420180	-0.2500250	-0.1406230	-0.1148870	-0.1479480	-0.1314120	0.0092167	0.0404998	0.1410840	-0.0212724
LOGHUMAN	-0.0100714	-0.1496060	-0.0344715	-0.0356501	-0.0356957	-0.0802589	0.1242790	0.0448490	0.0614924	-0.0807841
SKEPTRUS	-0.1608160	-0.2831490	-0.1428310	-0.1842130	-0.1942300	-0.2054530	0.0408099	-0.0033860	0.1004730	0.0259179
STRIFORG	-0.1181650	-0.2484260	-0.1139880	-0.1465570	-0.1457580	-0.1370300	0.0638042	0.0084952	0.1024870	-0.0222795
EMPALOGI	0.0967305	0.1413780	0.0963629	0.1069760	0.0571281	0.0998793	-0.0123703	-0.0022194	-0.0472497	0.1928310
CARTICOL	0.0363778	0.2982380	0.1880580	0.3322340	0.1584960	0.2294210	0.0706852	0.0125330	-0.0755987	0.0506897
RECEPSOL	0.0832414	0.2125080	0.1757470	0.2145330	0.1094100	0.2305290	0.0260068	0.0259139	0.0928672	0.0467657
SYMPFAIR	0.0614850	0.0837532	0.0065789	0.0096529	-0.0054458	-0.0006977	0.0207750	-0.0583956	0.0854299	0.1551150
GULLSUSP	0.0797714	0.1613430	0.0648621	0.1671040	0.1112050	0.1086660	0.0869369	-0.0538764	-0.0306586	0.0049603
KINDANAL	0.2393790	0.3004410	0.2089760	0.2176180	0.2006800	0.2186990	0.0464530	0.0388212	-0.0606282	-0.0339220
FEELTHIN	0.1391310	0.1890530	0.0458204	0.1186340	0.1282410	0.1434750	0.0302892	-0.0815271	-0.0509012	0.0908317
TENDRATI	0.1513110	0.2189650	0.1265590	0.1383350	0.1160730	0.1905330	0.0465727	-0.0317905	-0.0231133	0.0549406

ACCEDISC	0.1904810	0.3261130	0.2104550	0.1071660	0.2409110	0.2257800	-0.0071635	0.0675980	-0.1334260	-0.0637530
LIGHPRUD	0.1896170	0.2790080	0.2574460	0.1128690	0.1867000	0.2483200	0.0470634	0.1444170	-0.1301320	-0.0477946
AVOIDCON	0.0544122	-0.0377757	0.0868416	-0.0489788	0.0313621	-0.0202208	0.0022424	0.1246720	-0.1451550	-0.0737967
EMOTIONL	-0.1963400	-0.2432020	-0.2083420	-0.1694310	-0.1892470	-0.1861190	-0.0845767	-0.1008260	0.1730380	-0.0222601
SENSITIV	-0.0398490	-0.1214370	-0.0226915	-0.0658290	-0.0624878	-0.0653096	0.0271954	0.0657653	-0.0149317	-0.1006750
BUSINESS	0.1490170	0.1960150	0.1503940	0.1875220	0.1254540	0.1768430	0.0713121	0.0416711	-0.1287720	0.0225346
RESPADAP	0.0081473	0.0544788	0.0215953	0.1180080	0.0166495	0.0154693	-0.0022918	-0.0199671	0.0713830	-0.1296420
PROMFREE	-0.1430860	-0.0631825	-0.1008430	0.1668900	-0.0806581	0.0355716	0.0191487	-0.0191903	0.1703440	-0.0045010
TIMERELA	-0.0427262	-0.0208051	-0.0235352	0.1027340	-0.0186555	0.0076767	0.1535450	0.0048312	0.0630076	-0.0104327
FLEXORGA	0.1345700	0.0958956	0.0973599	-0.0573652	0.1230940	0.0663928	0.0619848	0.0561961	-0.1405310	0.0407269
RANDSEGU	0.1696260	0.0260605	0.0671782	-0.0944160	0.1256880	-0.0543307	0.0389573	0.0678384	-0.1501900	-0.0339839
IMPUDELI	0.1586320	0.0632561	0.0455933	-0.1174830	0.0903648	-0.0333672	0.1407830	0.0550672	-0.1250210	-0.0801462
IMPETASK	0.0380838	-0.0601471	-0.0395089	-0.1624330	-0.0181661	-0.0689484	0.0255511	0.0190700	-0.0329657	0.0932558
UNSCHEDU	-0.0865127	-0.0199297	0.0108148	0.1061480	-0.0381085	-0.0280506	0.0434590	0.0092584	0.0792480	0.0228379
LASTWNU	-0.0351037	0.0169044	0.0032010	0.0571800	-0.0398567	0.0157061	-0.0671815	-0.0818607	0.0622405	0.0282390
UNEXPECT	-0.2187150	-0.0498449	-0.0372366	0.1085820	-0.1212270	-0.0494683	-0.0335380	0.1096350	0.1164090	0.0587046
NOORGANI	-0.0493309	-0.0248211	-0.0305409	0.0901020	-0.0281847	0.0005848	0.0294062	0.0179775	0.0282216	-0.0348976
GOMFLOW	-0.1692610	-0.0961654	-0.0384472	0.0620259	-0.0985901	-0.0270720	-0.0000956	0.0644088	0.0304097	0.0174168
TIMEWINT	-0.0640490	0.0251652	-0.0318757	0.0200785	-0.0341836	0.0252716	-0.0878922	-0.0671949	0.1340010	0.0130779
FORMOMEN	-0.1638160	-0.0472271	-0.0243311	0.0860853	-0.0861384	0.0090012	-0.0069268	-0.0111991	0.1272650	0.0473266
ORDERIRR	-0.0272148	0.0498222	-0.0271819	0.1098130	0.0134554	0.0781055	-0.0034830	0.0398053	0.0721965	-0.0286299
THINKAKE	0.0082480	-0.060270	0.0076386	-0.0863154	-0.0398559	-0.0505778	-0.0502654	-0.0262811	-0.0503198	0.0520908
IMPULSIV	0.2140650	0.0824798	0.1505890	-0.0645550	0.1591430	0.1107940	0.0888812	0.2475050	-0.2399310	-0.0228729
STRUTIME	0.1180060	0.0387916	0.0387648	-0.0150115	0.0964082	0.0452272	0.0246968	0.0481312	-0.1108100	0.0240064
ENJLISTS	0.0120138	-0.0661111	-0.1281210	-0.1571610	-0.0682453	-0.1129310	-0.0354233	-0.0891220	0.0229706	0.0334448
HATERUSH	0.0786568	-0.0179624	0.0432913	-0.0388414	0.0024827	-0.0201380	0.0614541	0.0971315	-0.1025690	-0.0615763
RCUCOMFR	0.0961008	-0.0149442	-0.0098184	-0.1230040	0.0616900	-0.0159746	0.0326272	0.0471559	-0.1012010	-0.0710935
LCLOSURE	-0.0083466	-0.0622199	-0.0664410	-0.1029080	-0.0344160	-0.0000991	-0.0046917	-0.0292452	-0.0467785	-0.0150559
BEONTIME	0.0230870	0.0056296	-0.0134005	-0.0874696	-0.0191011	-0.0506603	-0.0287131	-0.0533968	-0.0228785	0.0238895
COMMITMN	0.0554439	-0.1249450	-0.0403740	-0.1194710	-0.0332286	-0.1346920	-0.0151021	0.0189139	0.0469475	-0.0898181
PLANAEHA	0.0802833	-0.0533155	-0.0537594	-0.1490500	-0.0228283	-0.0696214	-0.0107154	-0.0143539	-0.0363892	0.0291059

INTREXTR	1.0000000									
STILLANI	0.3684230	1.0000000								
SOLIAMIC	0.4404860	0.3074510	1.0000000							
SILEGABB	0.5291420	0.4506760	0.3631960	1.0000000						
SHYPERSO	-0.3809980	-0.1847520	-0.2264130	-0.3098120	1.0000000					
PRESWRIT	-0.2366370	-0.1709710	-0.1984320	-0.2036500	0.2326040	1.0000000				
GRPPROJE	0.2592220	0.1233590	0.2441370	0.2412230	-0.1712540	-0.1743630	1.0000000			
RELAXSOC	0.4038590	0.1736040	0.3049040	0.3654210	-0.4634190	-0.2224340	0.3150520	1.0000000		
LIKETALK	0.3115950	0.2544790	0.2798970	0.3201410	-0.0999942	-0.2522020	0.1616600	0.2066720	1.0000000	
NEWPEOPL	0.3855960	0.2672870	0.2981420	0.3480590	-0.2787990	-0.2356050	0.3268410	0.4914310	0.3240250	1.0000000
TALKOTHR	0.4126690	0.2932000	0.3235730	0.4252550	-0.4661250	-0.2360020	0.2350130	0.6031580	0.2803250	0.5586650
REALINTU	0.0319213	0.1638020	0.0872246	0.0579650	0.0309152	-0.0264942	0.0129623	0.0232605	0.1287870	0.1150370
PRECIMAG	0.1441790	0.2358560	0.0640389	0.1220400	0.0343392	-0.0773373	0.0503673	0.0059740	0.1826980	0.1297620
CONCEXPL	0.1393080	0.2240210	0.0880369	0.1203270	-0.0684744	-0.1240330	0.1318540	0.0534327	0.0478102	0.1766290
TRADCREA	0.0609805	0.2110970	0.0468615	0.0521286	0.0602169	0.0046098	0.0187504	0.0125617	0.0951071	0.1377460
DIRINGEN	0.1219840	0.1938630	0.1224100	0.0853912	0.0606799	-0.0600400	0.0322618	-0.0005372	0.0284112	0.0516403
PLANVISI	0.1426410	0.2464090	0.0716975	0.1522380	0.0498192	-0.1322260	0.0663359	0.0262128	0.0915120	0.1504810
PRACTHCO	-0.0090481	0.0893657	-0.0340124	0.0801010	0.0621528	-0.0028220	-0.0773969	-0.0580211	-0.0271469	0.0163550
INSISYST	-0.1281630	-0.1362460	-0.1024340	-0.0648817	0.0324816	0.0861321	-0.0410578	-0.0655290	-0.0902182	-0.1234560
VARIREPE	-0.1517130	-0.2649210	-0.1831410	-0.1090800	0.0258047	0.0954411	-0.1069520	-0.0804111	-0.0669140	-0.2161420
INVENORG	-0.1109820	-0.2459690	-0.0565510	-0.0693487	-0.0538230	0.1279500	-0.0461215	-0.0092839	-0.0387438	-0.1269460
INQUCRIT	-0.1635050	-0.1458410	-0.2136030	-0.0552127	0.0438988	0.1448900	-0.0905946	-0.0579912	-0.1068790	-0.1877370
DIVERCOM	-0.0587627	-0.2031580	-0.1405410	-0.0801026	0.0015059	0.0939639	-0.0571891	-0.0497430	-0.0957680	-0.2095620
DIVEPREC	-0.1215570	-0.1595190	-0.1149420	-0.1564830	0.0199137	0.1226210	-0.0929398	-0.0574100	-0.1156510	-0.1449290
CONCREAL	0.0635916	-0.1217390	0.0134143	-0.0406602	-0.1073030	0.0491298	0.0058318	0.1161320	0.0069418	-0.0047332
DIFFPERS	0.0356809	0.0494435	0.0890245	-0.0330440	0.0044418	-0.1631060	0.0900961	0.0367145	0.0560269	0.2315050
USEINTUI	0.1825440	0.1331570	0.1530190	0.1417090	-0.0756517	-0.0948555	0.0334093	0.1708100	0.1045950	0.2141750
SEEPATTR	-0.0759701	-0.0403219	-0.0367666	-0.0954718	0.0573890	0.0087896	-0.0737493	-0.0695985	-0.0581160	-0.0179182
NEWSKILL	-0.0743798	0.0797803	-0.0206570	-0.0390669	0.0821638	-0.0162765	-0.0465483	-0.0260395	-0.0092882	0.1127680
SEEMEANG	0.0805651	0.0761271	0.0502344	0.0046535	-0.0167653	-0.0064109	-0.1062430	-0.0735704	-0.0154607	0.0785355
INVENTIV	0.1341930	0.1266610	0.0491855	0.1041110	-0.0779705	-0.1564130	0.1156690	0.1152610	0.1272997	0.2418930
CREATNEW	0.0914231	0.1568210	0.0682047	0.0918761	-0.0242656	-0.1017030	0.1204200	0.0770535	0.0218436	0.2268950
PREFFACT	-0.0836988	-0.1106440	-0.0324995	-0.0862828	-0.0063269	0.0547261	-0.0655775	-0.0182182	-0.0784081	-0.0753064
MECHANIC	-0.0917444	-0.1768980	-0.0897858	-0.0924492	0.0033529	0.1391450	-0.0563482	-0.0207689	-0.0766445	-0.1418760
DISPENOT	0.1679620	0.1544860	0.1590710	0.2120690	-0.0244112	-0.1101060	0.1061160	0.0523136	0.2986300	0.1755800
JUSTHARM	-0.0279096	-0.0256501	-0.1175520	-0.0183065	0.0036289	-0.0398750	0.0323135	0.0412920	0.1488450	0.0872899

EVALOPEN	0.2574000	0.1526700	0.1999440	0.2017910	-0.0990583	-0.1697830	0.2240580	0.1972760	0.3243420	0.2590850
IMPEPERS	0.2686990	0.2240360	0.3531920	0.2368480	-0.1768700	-0.0803849	0.1403890	0.1769620	0.2943530	0.2009300
PRINPEOP	0.1595860	0.1621940	0.1494600	0.1709270	0.0131749	-0.0630754	0.1765180	0.0874253	0.2421840	0.1696090
EVALNOWJ	0.0465750	0.0359949	0.1228420	-0.0477403	0.0414032	-0.0530046	0.1015540	0.0459283	0.1023200	0.0823839
FACTCOMP	0.1236710	0.1226090	0.1887480	0.0769098	-0.0036332	-0.0907805	0.1255650	0.0606801	0.2827000	0.1426920
LOGHUMAN	0.0790543	0.0674638	0.1398800	0.0310721	0.0562837	-0.0515583	0.0774335	-0.0467945	0.1926730	0.0236541
SKEPTRUS	0.1376910	0.0515802	0.1215540	0.0892891	-0.0587608	-0.0906511	0.1978940	0.1990310	0.2370240	0.1188250
STRIFORG	0.0953748	0.0993807	0.1627320	0.0277851	-0.0265783	-0.1409630	0.1225020	0.1170320	0.1917450	0.1456950
EMPALOGI	-0.0754814	-0.0499035	-0.1486470	-0.0911654	-0.0239009	0.0663590	-0.0606371	-0.0144450	-0.2048820	-0.1023800
CARICOOL	-0.0535222	-0.0303588	-0.1670070	-0.0957065	-0.0306891	0.1232650	-0.0998985	-0.0495328	-0.2065150	-0.1278090
RECEPSEL	-0.1233670	-0.0985184	-0.1651100	-0.1126330	-0.0407336	0.1203690	-0.1032580	-0.0408298	-0.2598070	-0.1172550
SYMPFAIR	0.0090009	-0.0504600	-0.0614982	-0.0270277	-0.1118010	0.0575400	-0.0835376	0.0194616	-0.1428730	-0.0486097
GULLSUSP	-0.0650994	-0.0684972	-0.0415485	-0.1436700	0.0221637	0.0346792	-0.1149110	-0.1192940	-0.1625080	-0.0882118
KINDANAL	-0.1445100	-0.1021480	-0.2125190	-0.0927730	0.0069936	0.1222510	-0.1939920	-0.1052170	-0.2633060	-0.2414860
FEELTHIN	-0.0381713	-0.0501585	-0.1855570	-0.1221520	-0.0458172	0.0817173	-0.1511070	-0.0230008	-0.2205020	-0.1307010
TENDRATI	-0.0628034	-0.0938976	-0.1504420	-0.1568590	-0.0034323	0.0593039	-0.1698070	-0.0523534	-0.2332520	-0.1505940
ACCEDISC	-0.1520730	-0.1690260	-0.2463610	-0.0325382	0.0684047	0.1184020	-0.1598470	-0.1013610	-0.1843160	-0.2333410
LIGHPRUD	-0.1924520	-0.1330280	-0.1743510	-0.1321800	0.0528614	0.1413100	-0.1243860	-0.1810880	-0.1815830	-0.2043960
AVOIDCON	-0.0427285	-0.0559395	-0.0111637	-0.0053186	0.0389100	0.0667849	-0.0104435	-0.1204670	0.0870194	-0.0436300
EMOTIONL	0.1906700	0.1848140	0.1947110	0.1987000	-0.0674981	-0.1644600	0.1016040	0.0711316	0.4423310	0.2649580
SENSITIV	0.0279889	0.0107143	0.1251050	0.0343439	0.1154180	-0.0241650	-0.0170063	-0.0347267	0.1384460	0.0663943
BUSINESS	-0.1738890	-0.1173010	-0.1967830	-0.2104740	0.0915664	0.1291630	-0.1554260	-0.1309130	-0.2394870	-0.1306830
RESPADAP	0.0914572	0.1245150	0.0563157	0.0784699	0.1326040	-0.0155012	0.0397559	0.0196668	0.1539980	0.0734275
PROMFREE	0.1742900	0.2346650	0.0535511	0.0854310	0.0061686	-0.1326460	0.1060670	0.1210020	0.1350360	0.2162040
TIMERELA	0.0664661	0.1205540	0.0683823	0.0184669	0.0389167	-0.1118890	0.0438592	0.0601193	0.0886077	0.0722068
FLEXORGA	-0.1575800	-0.1911480	-0.0664601	-0.1411230	-0.0388813	0.1571390	-0.0753240	-0.0436622	-0.1232470	-0.1408190
RANDSEOU	-0.0932084	-0.2232580	-0.0262309	-0.1644340	0.0647930	0.1354770	-0.1055530	-0.1120490	-0.0299218	-0.1578520
IMPUDEL	-0.1190710	-0.2266460	-0.0079460	-0.1803320	-0.0849595	0.1284440	-0.0942297	-0.0004428	-0.1311240	-0.1650650
IMPETASK	-0.0200969	-0.1185470	-0.0312771	-0.0522760	-0.0596662	0.1118860	-0.0469269	0.0299187	-0.0828122	-0.0753385
UNSCHEDU	0.0894842	0.0489629	0.0125160	0.0583728	0.0533183	-0.1090110	0.0239733	0.0898806	0.0585923	0.1312490
LASTMINU	0.0834425	0.0816763	0.0513103	0.1000360	0.0747576	-0.0095988	-0.0375660	-0.0108770	0.0081992	-0.0115439
UNEXPECT	0.1713620	0.1617620	0.0364310	0.1453920	0.0099262	-0.0681138	0.1927110	0.1297800	0.0763578	0.2271580
NOORGANI	0.0780017	0.1523250	0.0239223	0.0606659	0.0929909	-0.0929170	0.0619538	0.0038478	0.1243540	0.0446515
GOWIFLOW	0.0707385	0.1027480	0.0866988	0.0956160	0.0740130	-0.0936083	0.1242770	0.0693669	0.1661440	0.1689290
LASTMINT	0.0986773	0.0932193	0.0316260	0.1037150	0.0530139	-0.0314780	-0.0078912	0.0577655	-0.0081878	0.0297154
FORMOMEN	0.1076960	0.1628940	0.0531522	0.1136260	0.0295215	-0.1524200	0.1512170	0.1327460	0.0923152	0.2387610
ORDERIRR	0.0742642	0.0784302	-0.0130708	0.1018510	0.0595065	-0.0357261	0.0472954	-0.0433734	-0.0075215	0.0097141
THINKANE	0.0190648	-0.0523864	0.0504896	-0.0220608	-0.0024435	0.0054582	0.0055934	-0.0528165	0.0514767	0.0331885
IMPULSIV	-0.2097990	-0.1912930	-0.1075040	-0.1988760	0.1356210	0.1520910	-0.1271770	-0.1966270	-0.0496429	-0.1467730
STRUTIME	-0.1371930	-0.1677300	-0.1149600	-0.1058500	-0.0008281	0.1777180	-0.0855147	-0.0796131	-0.0250578	-0.1275060
ENJLISTS	0.0437009	-0.0377713	0.0760442	0.0087874	-0.0371066	0.1218890	-0.0654040	0.0336800	0.1161880	-0.0041868
HATERUSH	0.0782664	-0.0920096	0.0264790	-0.1141090	-0.0108001	0.0038541	-0.0122322	-0.0532585	-0.0033592	0.0089204
ROUCOMFR	-0.0854958	-0.1640760	-0.0130192	-0.1115560	0.0309802	0.1160880	-0.1080120	-0.0696936	0.0080391	-0.0604555
LCLOSURE	0.0533130	-0.0323320	0.0570409	-0.0038987	0.0213505	0.0618778	-0.0724316	-0.0054558	0.0329316	-0.0070348
BEONTIME	-0.0223537	-0.0642215	0.0057300	-0.0705128	-0.0003428	0.0612674	-0.0613367	-0.0446634	-0.0548434	-0.0387267
COMMITMN	0.0358171	0.0008829	0.0908309	0.0638758	0.0350816	-0.0187113	-0.0311554	-0.0023784	0.0421596	0.0014351
PLANAEHA	-0.0497661	-0.1114840	-0.0020653	-0.0920282	-0.0552526	0.1325220	-0.0246932	-0.0267901	0.0751032	0.0302394

TALKOTHR	1.0000000	REALINTU	1.0000000	PRECIMAG	1.0000000	CONCEXP	1.0000000	TRADCREA	1.0000000	DIRINGEN	1.0000000	PLANVISI	1.0000000	PRACTHEO	1.0000000	INSISYST	1.0000000	VARIREPE	1.0000000
TALKOTHR	0.0920783	REALINTU	0.2483490	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
REALINTU	0.0920783	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
PRECIMAG	0.0805507	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
CONCEXP	0.0860824	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
TRADCREA	0.0293869	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
DIRINGEN	0.0372567	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
PLANVISI	0.0613189	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
PRACTHEO	-0.0104297	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
INSISYST	-0.0386510	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
VARIREPE	-0.1094890	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
INVENORG	-0.0738709	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
INQUCRIT	-0.0604791	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
DIVERCON	-0.0882396	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
DIVEPREC	-0.0878753	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
CONCREAL	0.0727797	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
DIFFPERS	0.1079740	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
USEINTUI	0.2160220	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
SEEPATTR	-0.0286661	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
NEWSKILL	0.0241289	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890
SEEMEANG	0.1212140	REALINTU	1.0000000	PRECIMAG	0.0805507	CONCEXP	0.0860824	TRADCREA	0.0293869	DIRINGEN	0.0372567	PLANVISI	0.0613189	PRACTHEO	-0.0104297	INSISYST	-0.0386510	VARIREPE	-0.1094890

INVENTIV	0.1952200	0.1612730	0.3551430	0.3270040	0.4615040	0.2625050	0.3697260	0.1640170	-0.2390610	-0.3041830
CREATNEW	0.2129160	0.2064100	0.3523440	0.2575690	0.4293440	0.2656950	0.2757360	0.2017900	-0.2006520	-0.1970610
PREFFACT	-0.0983536	-0.2395870	-0.3213650	-0.2554550	-0.3335670	-0.1920820	-0.2767670	-0.2861520	0.2450800	0.1957650
MECHANIC	-0.0832235	-0.2304240	-0.4414770	-0.2306550	-0.3709110	-0.2010680	-0.3109600	-0.2431020	0.2644910	0.2620270
DISPENOT	0.1471790	0.2160430	0.1775780	0.0018260	0.1141710	-0.0130259	0.0593315	0.0303102	-0.1029770	-0.0498942
JUSTHARM	0.0676616	0.1700030	0.1883370	0.1199100	0.1230450	0.0678434	0.1076340	-0.0048878	-0.0419235	-0.0510014
EVALOPEN	0.2141700	0.0926661	0.2551810	0.2052380	0.2043330	0.1418430	0.1957490	0.0198064	-0.1895680	-0.2755520
IMPEPERS	0.2248480	0.2160880	0.1129070	0.1224450	0.0395957	0.1028140	0.0087783	-0.0297824	-0.1327550	-0.1385040
PRINPEOP	0.0705147	0.1326630	0.1815830	0.1321510	0.1695840	0.0286734	0.1054270	-0.0388837	-0.0830564	-0.1153760
EVALNONJ	0.0439000	0.1408150	0.1816710	0.1808620	0.1840270	0.1683700	0.1558390	0.0441878	-0.2050570	-0.2037430
FACTCOMP	0.1348610	0.2592410	0.3379180	0.1008600	0.1378990	0.0275595	0.1190560	0.0636968	-0.1540020	-0.2132540
LOGHUMAN	0.0486840	0.2703660	0.2927680	0.0686519	0.1429190	0.0711836	0.1650000	0.0818039	-0.1740220	-0.1263570
SKEPTRUS	0.1638430	0.1456000	0.1719920	0.0159080	0.0517700	0.0374142	0.0554301	0.0149283	-0.1213230	-0.0723074
STRIFORG	0.0887763	0.1917090	0.2718440	0.1202640	0.2087200	0.1220220	0.1837430	0.0924169	-0.1978130	-0.1848890
EMPALOGI	-0.1052860	-0.2049690	-0.2107690	-0.0513156	-0.0234604	-0.0245643	-0.1879230	-0.0684008	0.2458580	0.1385340
CARICOL	-0.1201700	-0.0731537	-0.0513011	0.0442496	-0.0010237	0.0602734	0.0269939	0.1129560	0.0594053	0.0425754
RECEPSEL	-0.0578560	-0.0894421	-0.1157650	-0.0944084	-0.1024330	-0.0434290	-0.0924290	-0.0246724	0.2315400	0.1871730
SYMPFAIR	-0.0488020	-0.1196920	-0.1698060	0.0424036	-0.0322441	-0.0308909	-0.1040820	-0.0697332	0.0787680	0.0430243
GULLSUSP	-0.1075850	-0.0763525	-0.1205420	0.0801659	0.0861344	0.0691346	0.0343541	-0.0157567	0.0272106	-0.0237427
KINDANAL	-0.1248320	-0.1127410	-0.2610000	-0.0914704	-0.1210850	-0.0275024	-0.0960716	0.0892065	0.2704150	0.1499560
FEELTHIN	-0.0681210	-0.2046610	-0.2614490	-0.0455457	0.1641300	0.0088187	-0.0677802	0.1783899	0.1742110	0.1091340
TENDRATI	-0.1090620	-0.1709370	-0.2188830	-0.0159080	-0.0346665	-0.0017413	-0.0838557	-0.1000550	0.1540290	0.1286010
ACCEDISC	-0.1443460	-0.1895450	-0.1546620	-0.1550250	-0.2032890	-0.0410538	-0.1077010	0.0544915	0.2082530	0.2618690
LIGHPRUD	-0.1844480	-0.1107660	-0.2199540	-0.1553180	-0.1395590	-0.0960025	-0.1709970	-0.0559381	0.2066010	0.1898120
AVOIDCON	-0.0768442	0.0134450	0.0026834	-0.0200168	-0.0970732	0.0294800	-0.0112908	-0.0551696	-0.0029132	0.0418880
EMOTIONL	0.2120070	0.2004900	0.2144810	0.0241186	0.0862623	0.0155058	0.0727025	-0.0062631	-0.0868561	-0.1255820
SENSITIV	0.0145507	0.1020820	0.1241540	-0.0404712	0.0192666	-0.0491543	0.0301811	-0.0222267	-0.0485101	0.0139470
BUSINESS	-0.1749900	-0.1586340	-0.2078990	0.0163855	-0.1016200	-0.0293906	-0.0393898	-0.0832157	0.1685560	0.0689571
RESPADAP	0.0757278	0.2429850	0.3144770	0.1916890	0.2523920	0.1899840	0.2716040	0.1479740	-0.1401660	-0.1660170
PROMFREE	0.1347790	0.2021180	0.4163230	0.3069880	0.3087610	0.1979030	0.3928930	0.1948070	-0.2763180	-0.2439480
TIMERELA	0.0154304	0.0926524	0.3785480	0.2331740	0.2021800	0.2542300	0.3573060	0.1631940	-0.2151240	-0.1770100
FLEXORGA	-0.0751499	-0.1215980	-0.3459970	-0.2704880	-0.2018730	-0.1795570	-0.3871280	-0.1150000	0.3973820	0.2139910
RANDSEQU	-0.1190720	-0.1026670	-0.3279110	-0.3015260	-0.2143540	-0.2018160	-0.3068240	-0.2149210	0.2892560	0.2405350
IMPDEL1	-0.0751060	-0.0483471	-0.2904330	-0.2546940	-0.2021730	-0.1534620	-0.2511550	-0.1715420	0.2104170	0.2719580
IMPETASK	-0.0313324	-0.1980010	-0.3561070	-0.2073420	-0.2793510	-0.1945940	-0.3563230	-0.2425350	0.2425730	0.2230060
UNSCHEDU	0.0569348	0.0537467	0.1690490	0.1957330	0.0763919	0.1366930	0.2636970	0.0871830	-0.1835140	-0.1711530
LASTMINU	-0.0090338	0.0220405	0.0865844	0.0742583	-0.0434884	0.0527075	0.1527340	0.0236823	-0.0619501	-0.0352439
UNEXPECT	0.0732264	0.1133320	0.2571570	0.3061930	0.2366210	0.1932300	0.2720180	0.1472870	-0.2143090	-0.2939840
NOORGANI	0.0078726	0.0978246	0.2776620	0.1881210	0.1022550	0.1267040	0.2491760	0.1219970	-0.1863770	-0.1892650
GOWIFLOW	0.0409815	0.0338844	0.2446600	0.1733960	0.0553341	0.1126120	0.2226820	0.0716568	-0.1075320	-0.1986020
LASTMINT	0.0373768	0.0289633	0.1363380	0.1350730	0.0791868	0.1060540	0.1713540	0.0876992	-0.1564580	-0.1261510
FORMOMEN	0.0942983	0.2146370	0.2577670	0.2456940	0.2007890	0.1529030	0.2887370	0.1486460	-0.2278750	-0.2466750
ORDERIRR	-0.0243368	0.1726790	0.2836360	0.2085920	0.1715490	0.1572690	0.2885250	0.1465770	-0.2384090	-0.1337900
THINKANE	-0.0050604	-0.0300512	-0.0909149	-0.0187780	-0.0393241	-0.0510298	-0.0649368	-0.0747215	0.1087620	0.0994383
IMPULSIV	-0.1536960	-0.1555920	-0.2170450	-0.2546430	-0.2385130	-0.2215760	-0.2854160	-0.1529620	0.2184880	0.3101320
STRUTIME	-0.0370050	-0.1623970	-0.2180090	-0.1393060	-0.1502620	-0.1615320	-0.2868880	-0.1386720	0.2610270	0.2572280
ENJLISTS	0.0587431	-0.0443241	-0.1801100	-0.1819540	-0.1338920	-0.1130200	-0.2781790	-0.1809680	0.1569420	0.1478570
HATERUSH	0.0245579	-0.0138440	-0.0999252	-0.0778952	-0.0174956	-0.0908821	-0.1791950	-0.0889770	0.1137250	0.0765910
ROUCOMFR	-0.0701552	-0.1289080	-0.2706020	-0.2513840	-0.2632090	-0.1748910	-0.2902180	-0.1905540	0.2178650	0.2937150
LCLOSURE	0.0693217	-0.0314768	-0.1802280	-0.2153560	-0.1308450	-0.1288240	-0.1330320	-0.1433030	0.0828624	0.1385460
BEONTIME	0.0426598	-0.0893495	-0.1961780	-0.1439560	-0.1097780	-0.0665660	-0.2215970	-0.1436580	0.1270130	0.0709776
COMMITMN	0.0361662	0.0206821	-0.0046733	-0.1528710	-0.0609139	-0.0384209	-0.0633300	-0.0256054	0.0520741	0.0265099
PLANAEHA	0.0424098	-0.0935509	-0.2488120	-0.2036820	-0.2151200	-0.1553110	-0.2724750	-0.1792960	0.2443820	0.1725320

INVENORG	1.0000000	INQUCRIT	1.0000000	DIVERCON	1.0000000	DIVEPREC	1.0000000	CONCREAL	1.0000000	DIFFPERS	1.0000000	USEINTUI	1.0000000	SEEPATTR	1.0000000	NEWSKILL	1.0000000	SEEMEANG	1.0000000
INVENORG	0.2808870	INQUCRIT	0.2808870	DIVERCON	0.2808870	DIVEPREC	0.2808870	CONCREAL	0.2808870	DIFFPERS	0.2808870	USEINTUI	0.2808870	SEEPATTR	0.2808870	NEWSKILL	0.2808870	SEEMEANG	0.2808870
INVENORG	0.3364630	INQUCRIT	0.3364630	DIVERCON	0.3364630	DIVEPREC	0.3364630	CONCREAL	0.3364630	DIFFPERS	0.3364630	USEINTUI	0.3364630	SEEPATTR	0.3364630	NEWSKILL	0.3364630	SEEMEANG	0.3364630
INVENORG	0.4056340	INQUCRIT	0.4056340	DIVERCON	0.4056340	DIVEPREC	0.4056340	CONCREAL	0.4056340	DIFFPERS	0.4056340	USEINTUI	0.4056340	SEEPATTR	0.4056340	NEWSKILL	0.4056340	SEEMEANG	0.4056340
INVENORG	0.2603460	INQUCRIT	0.2603460	DIVERCON	0.2603460	DIVEPREC	0.2603460	CONCREAL	0.2603460	DIFFPERS	0.2603460	USEINTUI	0.2603460	SEEPATTR	0.2603460	NEWSKILL	0.2603460	SEEMEANG	0.2603460
INVENORG	0.1893520	INQUCRIT	0.1893520	DIVERCON	0.1893520	DIVEPREC	0.1893520	CONCREAL	0.1893520	DIFFPERS	0.1893520	USEINTUI	0.1893520	SEEPATTR	0.1893520	NEWSKILL	0.1893520	SEEMEANG	0.1893520
INVENORG	0.1724560	INQUCRIT	0.1724560	DIVERCON	0.1724560	DIVEPREC	0.1724560	CONCREAL	0.1724560	DIFFPERS	0.1724560	USEINTUI	0.1724560	SEEPATTR	0.1724560	NEWSKILL	0.1724560	SEEMEANG	0.1724560
INVENORG	0.1061780	INQUCRIT	0.1061780	DIVERCON	0.1061780	DIVEPREC	0.1061780	CONCREAL	0.1061780	DIFFPERS	0.1061780	USEINTUI	0.1061780	SEEPATTR	0.1061780	NEWSKILL	0.1061780	SEEMEANG	0.1061780
INVENORG	0.0489494	INQUCRIT	0.0489494	DIVERCON	0.0489494	DIVEPREC	0.0489494	CONCREAL	0.0489494	DIFFPERS	0.0489494	USEINTUI	0.0489494	SEEPATTR	0.0489494	NEWSKILL	0.0489494	SEEMEANG	0.0489494
INVENORG	0.1143040	INQUCRIT	0.1143040	DIVERCON	0.1143040	DIVEPREC	0.1143040	CONCREAL	0.1143040	DIFFPERS	0.1143040	USEINTUI	0.1143040	SEEPATTR	0.1143040	NEWSKILL	0.1143040	SEEMEANG	0.1143040
INVENORG	0.3765720	INQUCRIT	0.3765720	DIVERCON	0.3765720	DIVEPREC	0.3765720	CONCREAL	0.3765720	DIFFPERS	0.3765720	USEINTUI	0.3765720	SEEPATTR	0.3765720	NEWSKILL	0.3765720	SEEMEANG	0.3765720
INVENORG	0.3315790	INQUCRIT	0.3315790	DIVERCON	0.3315790	DIVEPREC	0.3315790	CONCREAL	0.3315790	DIFFPERS	0.3315790	USEINTUI	0.3315790	SEEPATTR	0.3315790	NEWSKILL	0.3315790	SEEMEANG	0.3315790
INVENORG	0.2837730	INQUCRIT	0.2837730	DIVERCON	0.2837730	DIVEPREC	0.2837730	CONCREAL	0.2837730	DIFFPERS	0.2837730	USEINTUI	0.2837730	SEEPATTR	0.2837730	NEWSKILL	0.2837730	SEEMEANG	0.2837730
INVENORG	0.3606520	INQUCRIT	0.3606520	DIVERCON	0.3606520	DIVEPREC	0.3606520	CONCREAL	0.3606520	DIFFPERS	0.3606520	USEINTUI	0.3606520	SEEPATTR	0.3606520	NEWSKILL	0.3606520	SEEMEANG	0.3606520

DISPEMOT	-0.0454139	-0.1395180	-0.1163890	-0.0538472	-0.0832373	0.1107500	0.1360460	-0.0459912	-0.0740357	0.0408547
JUSTHARM	-0.0749525	-0.2003170	-0.1295080	-0.1574890	-0.0880867	0.1828150	0.0556321	0.0447836	0.0818550	0.0371665
EVALOPEN	-0.1565250	-0.2556670	-0.2229550	-0.2670130	0.0138126	0.2101120	0.0951571	-0.0634180	0.0044266	-0.0167481
IMPEPERS	0.0069156	-0.1403430	-0.0810666	-0.0450032	0.0147260	0.0460457	0.1910920	-0.0155610	-0.0639625	0.0387368
PRINPEOP	-0.1029380	-0.2041690	-0.1501710	-0.1604910	-0.0243604	0.1134820	0.1232480	-0.0407915	-0.0409075	0.0819483
EVALNONJ	-0.1314090	-0.3398400	-0.2686730	-0.1805540	-0.0413403	0.2661840	0.0222689	-0.0042774	0.1072230	-0.0045407
FACTCOMP	-0.0703774	-0.2195210	-0.1966190	-0.1747830	-0.0342352	0.0822408	0.1209200	-0.0691393	-0.0601391	0.0175563
LOGHUMAN	-0.1384130	-0.1587370	-0.1687540	-0.2518750	-0.0603774	0.1119320	0.1234500	-0.0129197	-0.0127207	0.0526646
SKEPTRUS	-0.0520881	-0.1954560	-0.1892540	-0.0995693	-0.0166742	0.0500006	0.0149353	-0.0867535	-0.0001190	-0.0628688
STRIFORG	-0.1518520	-0.2610720	-0.2250040	-0.1977880	-0.0835630	0.2185720	0.1019450	0.0447702	0.0880962	0.0397339
EMPALOGI	0.1862200	0.1822340	0.1432420	0.1985520	0.1143600	-0.0524498	-0.0650263	0.0714458	-0.0026219	-0.0098586
CARICOO	-0.0301379	0.2127990	-0.0117199	0.0344884	-0.0166091	-0.1064980	-0.0881239	0.0578436	0.0397610	-0.0687615
RECEPSEL	0.1642220	0.2443940	0.1742480	0.1615810	0.0602826	-0.0944147	-0.1199830	0.0100427	-0.0005360	-0.0691345
SYMPFAIR	0.1469950	0.1167110	0.1317960	0.1991420	0.1661570	-0.0431229	-0.0939793	0.0272381	0.0384032	0.0353179
GULLSUSP	0.0313160	0.0800120	0.0337947	0.0113233	0.0916617	0.0537832	0.0626154	0.1089770	0.0376292	0.0894241
KINDANAL	0.1365310	0.3627130	0.1802610	0.2166200	0.0220771	-0.0930972	-0.1073850	0.0660568	0.0605681	0.0843567
FEELTHIN	0.1019780	0.1499140	0.2093820	0.1816420	0.0778896	-0.1170210	-0.0941754	0.0625823	0.0958719	0.0200479
TENDRATI	0.1222770	0.2498780	0.1929580	0.1878410	0.0936493	-0.0486180	-0.0737536	0.0914066	0.1377800	0.0774805
ACCEDISC	0.0963893	0.2867340	0.3234570	0.2263450	-0.0306928	-0.2600770	-0.0630949	0.0123998	-0.1014200	-0.0875554
LIGHPRIO	0.2136430	0.2883890	0.2123370	0.2718230	0.0521935	-0.0968798	-0.1406900	0.0359675	0.0103250	-0.0159158
AVOIDCON	-0.0230183	-0.0506585	0.0280448	0.0137268	-0.0110409	-0.0429138	-0.0587320	-0.1390150	0.0080072	-0.0497648
EMOTIONL	-0.1023840	-0.1893850	-0.1410140	-0.1277260	0.0237189	0.0837276	0.1796700	-0.0138062	-0.0533808	0.0460724
SENSITIV	-0.0514659	-0.1486030	-0.0610546	-0.0426270	-0.0868699	0.0508002	0.0315375	-0.0275593	0.0727259	-0.0445595
BUSINESS	0.0859163	0.1689450	0.1227150	0.1329250	-0.0024049	-0.0185466	-0.0223569	0.0788285	0.1033500	0.0414662
RESPADAP	-0.3147050	-0.0451764	-0.2246000	-0.2122890	-0.1491750	0.2232380	0.1667950	0.0864989	0.0968232	0.0737422
PROMFREE	-0.4016930	-0.1993650	-0.3337210	-0.3477490	-0.1416630	0.2116390	0.1725770	-0.0111472	0.0680252	0.0608824
TIMERELA	-0.3757380	-0.1701950	-0.3056210	-0.3534930	-0.1196760	0.1689030	0.0897301	0.0193305	0.0818573	-0.0117455
FLEXORGA	0.6067420	0.1890920	0.3410310	0.4026520	0.1512750	-0.1732760	-0.1541940	0.0018382	-0.0558710	-0.0133782
RANDSEQU	0.3832890	0.0636759	0.3287810	0.3937000	0.1550200	-0.1443420	-0.1047240	-0.0195658	-0.0349388	0.0773497
IMPUDELT	0.3239530	0.1081200	0.3325740	0.3402800	0.1728190	-0.1129830	-0.0579124	0.0045932	-0.0264086	0.0172358
IMPETASK	0.3844990	0.1328220	0.3477680	0.3804840	0.2467640	-0.1625590	-0.1188940	-0.0246334	0.0051906	-0.0130457
UNSCHEDU	-0.2218280	-0.1450900	-0.1836040	-0.2243170	-0.0624696	0.1738040	0.1326870	0.0212541	0.0908586	-0.0510086
LASTMINU	-0.1205310	-0.0266094	-0.0392104	-0.0943876	-0.0001419	0.0330764	0.0748418	0.0843992	0.0936228	0.0034683
UNEXPECT	-0.2451000	-0.1173370	-0.2768330	-0.3312250	-0.1144440	0.2135360	0.1043620	0.0653440	0.0897546	0.0201065
NOORGANI	-0.2855230	-0.1307560	-0.1927060	-0.2293000	-0.1305380	0.1621070	0.0709516	0.0617651	0.0276658	0.0350041
GOWIFLOW	-0.2750900	-0.1615280	-0.1933240	-0.2460420	-0.1025350	0.1273930	0.0292797	-0.0303552	-0.0218135	-0.1752860
LASTMINT	-0.1688280	-0.0870669	-0.1279980	-0.1795910	-0.0847260	0.0908496	0.0782959	0.1273410	0.1317530	0.0670646
FORMOMEN	-0.2901010	-0.1287330	-0.3075210	-0.2891530	-0.1502640	0.2327420	0.1518320	0.0254361	0.0799817	-0.0138144
ORDERIRR	-0.4420470	-0.1242070	-0.2205620	-0.2643090	-0.1819580	0.0319089	0.0783623	0.0272330	0.0160385	-0.0235527
THINKAKE	0.1557540	0.0186235	0.1187850	0.0914814	0.0691371	0.0770636	0.0868782	0.1149570	0.0602288	0.1611400
IMPUKIVE	0.2473750	0.1837950	0.3096350	0.2984720	0.1280190	-0.1348880	-0.1158770	-0.0608403	0.0083499	-0.0714252
STRUTIME	0.3182290	0.2101500	0.2984640	0.2833040	0.1595500	-0.1363990	-0.0707489	0.0040821	-0.0953332	0.0397496
ENJLISTS	0.3284440	0.0674368	0.1527680	0.1516750	0.1832510	-0.1411660	0.0303937	-0.0042435	-0.0165253	0.0928054
HATERUSH	0.1251380	0.0131598	0.1305610	0.2470570	0.0552678	0.0242346	-0.0358080	-0.0432569	-0.0223385	0.0405687
ROUCOMFR	0.3265670	0.1015800	0.2721160	0.3023970	0.2326210	-0.1910280	-0.0543390	-0.0234835	-0.0369693	0.0194952
ECLOSURE	0.1325620	0.1401530	0.1139080	0.1453280	0.1526340	-0.1883080	0.0065325	-0.0196713	-0.0823394	0.0420152
NEONTIME	0.2089260	0.0971631	0.1356640	0.2391960	0.1458490	-0.0678066	-0.0134835	0.0282732	-0.0238998	-0.0050063
COMMITMN	0.1036760	-0.0417119	0.1440980	0.1339070	0.0440848	-0.0643234	0.0785394	0.0347137	-0.0543136	0.0975949
PLANAEHA	0.3482470	0.1211220	0.2323810	0.2731300	0.1715650	-0.0690984	-0.0326815	-0.0106225	-0.0347498	0.1201060

INVENTIV	1.0000000									
CREATNEW	0.6867820	1.0000000								
PREFFACT	-0.2564240	-0.2984460	1.0000000							
MECHANIC	-0.3939920	-0.3908540	0.4091370	1.0000000						
DISPEMOT	0.0354531	0.1027900	-0.0546727	-0.1056620	1.0000000					
JUSTHARM	0.0944813	0.1488220	-0.0588829	-0.0655132	0.1444760	1.0000000				
EVALOPEN	0.1333470	0.0881663	-0.1568920	-0.1544600	0.2086090	0.1325970	1.0000000			
IMPEPERS	0.0280204	0.1256520	-0.0143799	-0.0864709	0.2880150	0.1104870	0.2391870	1.0000000		
PRINPEOP	0.0333112	0.0076749	-0.1234740	-0.1115280	0.2257540	0.1942270	0.2895820	0.1686010	1.0000000	
EVALNONJ	0.0740051	0.0770942	-0.1393210	-0.1118360	0.0778817	0.2472230	0.3594780	0.1275610	0.2135000	1.0000000
FACTCOMP	0.0458589	0.0487432	-0.1208440	-0.2652570	0.3330050	0.2141700	0.3591000	0.2594200	0.2626520	0.3026600
LOGHUMAN	0.0567270	0.1152580	-0.1868320	-0.2209520	0.3022850	0.2360960	0.2407020	0.1718960	0.1940830	0.2809350
SKEPTRUS	0.0688295	0.0788577	-0.0494440	-0.0870248	0.2107550	0.1965140	0.2882570	0.1941720	0.1484700	0.2447760
STRIFORG	0.0711402	0.0867929	-0.1392600	-0.1999330	0.2401490	0.2593570	0.3177360	0.2043800	0.2480670	0.3880920
EMPALOGI	0.0145242	-0.0523636	0.1790880	0.1964600	-0.2554830	-0.1560040	-0.2369400	-0.2246570	-0.1878610	-0.1968820
CARICOO	0.0166692	-0.0689411	-0.0430646	0.1129810	-0.2882810	-0.1460690	-0.2102650	-0.2984640	-0.2052780	-0.1605410
RECEPSEL	-0.0632178	-0.1034830	0.0774109	0.1050260	-0.1922130	-0.0705155	-0.2621150	-0.2661950	-0.1377030	-0.2367800
SYMPFAIR	0.0120847	-0.0520909	0.1607600	0.1832800	-0.2010120	-0.1952050	-0.1270550	-0.0710070	-0.2082250	-0.1405770

GULLSUSP	0.0385160	-0.0112730	0.0375782	0.0477060	-0.2170350	-0.1490310	-0.1549380	-0.1542230	-0.0956042	-0.0923234
KINDANAL	-0.0409448	-0.1462960	0.0884540	0.2142390	-0.3397180	-0.1561490	-0.3610090	-0.2839900	-0.2140640	-0.2808010
FEELTHIN	-0.0731632	-0.0990798	0.1175570	0.2101880	-0.4424900	-0.1998510	-0.2193000	-0.2202430	-0.2666080	-0.1878520
TENDRATI	0.0322829	-0.0371748	0.1118680	0.2077160	-0.3952060	-0.1756320	-0.2864280	-0.2380510	-0.2835380	-0.2094460
ACCEDISC	-0.0946575	-0.0883280	0.1108630	0.2084360	-0.2055950	-0.1754010	-0.3040360	-0.2507190	-0.1539200	-0.4233510
LIGHPRUD	-0.1047150	-0.0760557	0.1338700	0.1290210	-0.2002010	-0.1907310	-0.3275660	-0.2377890	-0.2300640	-0.3227760
AVOIDCON	-0.1134110	-0.0482181	0.0361962	0.0249785	0.0870636	0.1170280	0.0909370	0.0666975	0.0896550	0.1021650
EMOTIONL	0.0470201	0.0729576	-0.0198088	-0.1841880	0.4276430	0.1760960	0.2788350	0.3221490	0.1745350	0.1246260
SENSITIV	0.0118761	0.0503087	0.0288799	-0.1295080	0.1484100	0.2131600	0.1198640	0.1020960	0.1722460	0.1456020
BUSINESS	-0.0272188	-0.0676249	0.1397700	0.2027380	-0.2144680	-0.1380250	-0.2015720	-0.2360020	-0.1885990	-0.1692420
RESPADAP	0.1852230	0.1897610	-0.2597510	-0.1545750	-0.0244836	0.1255470	0.1086970	0.0297449	0.1111130	0.1517530
PROMFREE	0.2706480	0.2353840	-0.2677440	-0.2929100	0.0830198	0.1478830	0.2585860	0.0627764	0.1632320	0.2042740
TIMERELA	0.1594060	0.1352140	-0.1917670	-0.2336620	0.0616885	0.2054260	0.2334970	0.0268327	0.1492550	0.1976590
FLEXORGA	-0.2035150	-0.1603180	0.2880860	0.2260870	-0.0789860	-0.0914933	-0.1993110	-0.0352244	-0.1879860	-0.1502100
RANDSEGU	-0.2194310	-0.1709350	0.2510510	0.2834190	-0.0034673	-0.0345884	-0.1752560	0.0508270	-0.0732487	-0.0708862
IMPUDLI	-0.1959550	-0.1633730	0.1918470	0.2215970	-0.1252700	0.0038855	-0.2202360	0.0132906	-0.0942609	-0.1038160
IMPETASK	-0.2176530	-0.1389880	0.2660790	0.3107160	-0.0459892	-0.0833050	-0.1390620	0.1089500	-0.1821440	-0.1283190
UNSCHEDU	0.1906170	0.1108530	-0.1032440	-0.0950138	-0.0546986	0.1301640	0.1000630	-0.0715672	0.0595549	0.1534480
LASTMINU	0.0301022	-0.0126450	-0.0783422	0.0121061	-0.0888271	0.0082423	-0.0067079	-0.0281484	-0.0076540	-0.0353494
UNEXPECT	0.3052200	0.2138900	-0.2553680	-0.2506880	-0.0125998	0.0968754	0.1522020	-0.0248896	0.1238300	0.1498970
NOORGANI	0.1698030	0.1429290	-0.1702560	-0.1665810	0.0457001	0.1530750	0.1482940	-0.0190807	0.1339130	0.1761360
GOWIFLOW	0.0623365	0.0104136	-0.0897441	-0.1442480	0.0165236	0.1406700	0.2526460	0.0006624	0.1779700	0.1862020
LASTMINT	0.1855580	0.1391270	-0.1480820	-0.0728994	-0.0645601	-0.0118105	0.0300519	-0.0385218	-0.0265437	0.0049401
FORMCHEN	0.2988600	0.2555360	-0.2051510	-0.2206650	0.1038180	0.1156410	0.1908090	0.0797242	0.1018870	0.1641290
ORDERIRR	0.1747270	0.0985715	-0.2296890	-0.1596140	0.0176512	-0.0000157	0.0717151	-0.0400824	0.0943010	0.0507055
THINKAHE	-0.0134519	0.0471205	0.0525789	0.0329547	0.1021030	0.0066729	-0.0428819	0.0978257	-0.0158612	-0.1216500
IMPULSIV	-0.3304920	-0.2398970	0.2833710	0.3016270	-0.0184279	-0.0327511	-0.1398070	-0.0504789	-0.1046390	-0.1168130
STRUTIME	-0.2208750	-0.1432650	0.2223030	0.2075980	0.0103205	-0.1099790	-0.1096960	-0.0323114	-0.1467580	-0.1784580
ENJLISTS	-0.1504400	-0.1230940	0.2063330	0.1594390	0.0844234	-0.0679805	-0.0056287	0.1591400	-0.0354214	-0.0829769
HATERUSH	-0.0396702	0.0027601	0.1119030	0.0536481	0.0771278	0.0249663	-0.0412860	0.0188806	-0.0132053	-0.0278581
ROUJCOMFR	-0.2457990	-0.1516160	0.3118650	0.2587570	0.0488080	-0.0460356	-0.0795736	0.0873517	-0.0809104	-0.0590532
LCLASURE	-0.2041700	-0.1490950	0.2161860	0.1834840	0.0059591	-0.0828474	-0.0796007	0.0940076	-0.0774565	-0.1258300
BEGTIME	-0.0957340	-0.0361746	0.1532300	0.1540870	-0.0276461	-0.1078750	-0.0912717	0.0184872	-0.1689270	-0.0941672
COMMITMN	0.0001852	0.0257340	0.1005740	0.0021435	0.1398700	-0.0494452	0.0010768	0.1387830	-0.0440148	-0.0570976
PLANAEHA	-0.1233910	-0.0899965	0.2711160	0.1871230	0.0568775	-0.0650144	-0.0808898	0.1307180	-0.1549910	-0.1281050

	FACTCOMP	LOGHUMAN	SKEPTRUS	STRIFORG	EMPALOGI	CARICOO	RECEPSEL	SYMPFAIR	GULLSUSP	KINDANAL
FACTCOMP	1.0000000									
LOGHUMAN	0.4895600	1.0000000								
SKEPTRUS	0.3634430	0.2701170	1.0000000							
STRIFORG	0.4536260	0.3553700	0.3421530	1.0000000						
EMPALOGI	-0.4096430	-0.4111670	-0.2221450	-0.2891170	1.0000000					
CARICOO	-0.3917080	-0.2745530	-0.2010210	-0.2756480	0.2886190	1.0000000				
RECEPSEL	0.2558330	-0.1772300	-0.2228590	-0.1905250	0.2123040	0.2139010	1.0000000			
SYMPFAIR	0.3490590	-0.2414050	-0.1347410	-0.1696980	0.3246920	0.1711810	0.1792670	1.0000000		
GULLSUSP	0.2574680	-0.1512010	-0.4970030	-0.2421860	0.2620490	0.1939450	0.1001930	0.1701880	1.0000000	
KINDANAL	-0.4307850	-0.3709650	-0.3450570	-0.3801850	0.3722710	0.3626580	0.2286400	0.2286520	0.2738400	1.0000000
FEELTHIN	-0.4283750	-0.3778560	-0.2619610	-0.3239690	0.3950820	0.3352920	0.2444430	0.3032750	0.2395140	0.4382260
TENDRATI	-0.5053160	-0.3786940	-0.3297020	-0.3995170	0.4302840	0.3775180	0.2358330	0.3154940	0.3213340	0.4637480
ACCEDISC	-0.3178900	-0.2766790	-0.2674270	-0.3683290	0.1970320	0.2684560	0.3204410	0.1282530	0.0740645	0.3127510
LIGHPRUD	-0.2867890	-0.2458040	-0.2574570	-0.3879870	0.2374120	0.1580940	0.2496100	0.1606260	0.2188480	0.3710670
AVOIDCON	0.1648430	0.1444880	0.1598370	0.1248670	-0.1775050	-0.1094400	-0.0782891	-0.1600340	-0.2133040	-0.1707810
EMOTIONL	0.3634590	0.2808640	0.1989000	0.2394780	-0.3085480	-0.3142550	-0.2091090	-0.1929010	-0.1864260	-0.3576880
SENSITIV	0.2669800	0.1618180	0.2026970	0.1726840	-0.2388320	-0.1555840	-0.1453790	-0.1997640	-0.2193340	-0.1618790
BUSINESS	-0.2856480	-0.2305160	-0.2022760	-0.2295340	0.2626710	0.2431920	0.2384930	0.2257370	0.1879080	0.2538070
RESPADAP	0.0852735	0.1046920	0.0485806	0.1075290	-0.0472523	0.0602196	-0.0883351	-0.0755577	-0.0173724	0.0095642
PROMFREE	0.2033850	0.1326470	0.1652900	0.2400260	-0.1572070	0.0046141	-0.1132350	-0.1761340	-0.0753297	-0.2087770
TIMERELA	0.1746420	0.2012870	0.2274540	0.2497630	-0.1410850	-0.0236638	-0.1681740	-0.1198310	-0.0830698	-0.1742670
FLEXORGA	-0.0793296	-0.1276160	-0.0678154	-0.1667040	0.1723260	-0.0285449	0.2039310	0.1563770	0.0612962	0.1842820
RANDSEGU	-0.0878639	-0.0581555	-0.0693529	-0.1049020	0.1444980	-0.0871966	0.0310598	0.1396930	0.0522770	0.1340870
IMPUDLI	-0.1151470	-0.1422840	-0.0866097	-0.0877294	0.1558690	-0.080319	0.1190880	0.1635810	0.0072378	0.1582970
IMPETASK	-0.1622360	-0.1714360	-0.0791998	-0.1804720	0.1445220	-0.0190968	0.0921967	0.2091450	0.0223033	0.0744095
UNSCHEDU	0.0352421	0.0595678	0.0899438	0.0863643	-0.0578505	0.0861511	-0.0851292	-0.0106188	0.0259494	-0.0403862
LASTMINU	-0.0196753	-0.0481708	0.0668608	0.0107719	-0.0190296	0.1686450	-0.0335709	0.0420798	0.0123431	0.0971856
UNEXPECT	0.0949049	0.0640460	0.1002640	0.1120270	-0.0776266	0.0887781	-0.0719314	-0.1083220	-0.0010706	-0.0665216
NOORGANI	0.1528080	0.1181850	0.1062030	0.1941950	-0.1172600	0.0270140	-0.1874320	-0.1495090	-0.0915138	-0.1321830
GOWIFLOW	0.1746840	0.0871629	0.1183140	0.1851140	-0.1569150	0.0344415	-0.1303870	-0.1518360	-0.0977917	-0.2020160
LASTMINT	-0.0327652	-0.0374032	-0.0495856	0.0446600	-0.0203873	0.1431970	-0.0853882	0.0606757	0.0189292	0.0260795
FORMCHEN	0.1601430	0.0722149	0.1426500	0.1604250	-0.0825082	0.0597500	-0.1394490	-0.1247110	-0.0633952	-0.1755420

ORDERIRR	0.0080838	0.0659557	0.0772703	-0.0034954	-0.0741976	0.1337540	-0.1227300	-0.0736947	-0.0194325	0.0016654
THINKAHE	-0.0258276	-0.0100763	-0.0237097	-0.0232704	0.0068714	-0.0925471	0.0777350	0.0211425	-0.0217809	0.0205455
IMPULSIV	-0.1189720	-0.0838757	-0.0673052	-0.1117550	0.0711198	-0.0486857	0.1002530	0.0618160	-0.0062169	0.0565453
STRUTIME	-0.1125070	-0.1071770	-0.0567611	-0.1654790	0.1497410	0.0218508	0.1348360	0.1028590	0.0043154	0.1185100
ENJLISTS	-0.0000505	-0.0313461	-0.0067673	-0.0116008	0.0298216	-0.1296290	0.0331430	0.0872744	-0.0549460	-0.0058593
HATERUSH	-0.0136646	-0.0127242	0.0459941	-0.0590985	0.0522068	-0.1271320	0.0633498	0.0329939	-0.0125776	-0.0325005
ROJCOMFR	-0.0262093	-0.0529978	-0.0507973	-0.0732875	0.0646806	-0.1041420	-0.0210447	0.0661117	0.0153617	0.0144503
LCLOSURE	-0.0716180	-0.0228858	-0.0518598	-0.0506625	0.0215630	-0.0007674	0.0289251	0.0373049	0.0352904	-0.0187870
BEONTIME	-0.1367000	-0.1197360	-0.0857294	-0.1611090	0.0781105	0.0352986	0.0763753	0.1347340	0.1085680	0.0433376
COMMITMH	0.0990574	0.0971459	0.0296166	-0.0015672	-0.0710994	-0.2064810	0.0052477	-0.0319191	-0.0096346	-0.0949763
PLANAEHA	-0.0317906	-0.0309043	0.0101125	-0.1024470	0.0660930	-0.1709130	0.1070140	0.1297780	-0.0106331	0.0232387

	FEELTHIN	TENDRATI	ACCEDISC	LIGHPRUD	AVOIDCON	EMOTIONL	SENSITIV	BUSINESS	RESPADAP	PROMFREE
FEELTHIN	1.0000000									
TENDRATI	0.4791570	1.0000000								
ACCEDISC	0.2603720	0.2850560	1.0000000							
LIGHPRUD	0.2752780	0.3401290	0.2485450	1.0000000						
AVOIDCON	-0.1279280	-0.1963520	-0.0243005	-0.1180430	1.0000000					
EMOTIONL	-0.3689620	-0.3282810	-0.2403910	-0.1689390	0.0927020	1.0000000				
SENSITIV	-0.2366450	-0.2006570	-0.1039050	-0.1815210	0.2741410	0.2152750	1.0000000			
BUSINESS	0.2673370	0.2941500	0.1842290	0.1995410	-0.0457985	-0.2247590	-0.1042940	1.0000000		
RESPADAP	-0.0613067	0.0003580	-0.0286593	-0.1186230	-0.0192527	0.0449264	0.0391879	-0.1298110	1.0000000	
PROMFREE	-0.2065370	-0.1614700	-0.2024550	-0.2817740	-0.0186695	0.1343410	0.0655329	-0.1670790	0.3089420	1.0000000
TIMERELA	-0.1501800	-0.1545130	-0.1874510	-0.2279440	0.0226615	0.0855986	0.0541789	-0.1263100	0.2361850	0.5420610
FLEXORGA	0.1788490	0.1287990	0.1140260	0.2674630	-0.0945514	-0.1189060	-0.0559193	0.1499710	-0.3647770	-0.3945940
RANDSEQU	0.1171970	0.0715828	0.0869701	0.1401130	-0.0101096	-0.0634383	0.0527158	0.0796953	-0.1902410	-0.3658640
IMPUDEL	0.1974490	0.1301950	0.1973860	0.1662430	-0.0765286	-0.1152180	-0.0345045	0.0579499	-0.1736760	-0.2671500
IMPETASK	0.1976360	0.1392860	0.1346380	0.1603780	0.0091578	-0.0849234	-0.0711625	0.2086550	-0.3401980	-0.4290480
UNSCHEDU	-0.0422460	-0.0296582	-0.0564591	-0.1979700	-0.0217265	-0.0640760	0.0603173	-0.1205490	0.2275210	0.3021220
LASTMINU	0.0487098	0.0394495	0.0352942	-0.0050858	-0.0275605	-0.0393298	0.0099169	0.0254046	0.1397880	0.1490260
UNEXPECT	-0.0945494	-0.0824339	-0.1754500	-0.1891820	-0.0691624	0.0002252	-0.0229931	-0.0875010	0.2249840	0.3501960
NOORGANI	-0.1138660	-0.1560520	-0.1342970	-0.1890060	0.1421780	0.0833230	0.0991111	-0.1239290	0.2422620	0.3031110
GOWIFLOW	-0.1685460	-0.2006510	-0.0824838	-0.2600480	0.1462030	0.1266950	0.1514730	-0.1084370	0.1427910	0.3555560
LASTMINT	0.0141002	0.0573690	0.0126092	0.0172979	-0.0148756	-0.0609627	-0.0283500	-0.0273011	0.1851590	0.1758420
FORMOMEN	-0.1848550	-0.1022220	-0.1506430	-0.2041610	0.0792974	0.1457960	0.0597326	-0.0891512	0.1986760	0.3995000
ORDERIRR	-0.0258929	-0.0139341	-0.0160042	-0.1046020	0.0087206	0.0137701	0.0155212	-0.1103120	0.2347100	0.2876060
THINKAHE	-0.0022436	-0.0186146	0.0252926	-0.0000958	0.0439903	0.0624773	-0.0217551	0.0962564	-0.0987330	-0.2306990
IMPULSIV	0.0984719	0.0813206	0.1110940	0.1872840	0.1121420	0.0126629	0.0595912	0.1292880	-0.2169330	-0.2550780
STRUTIME	0.1066050	0.0906280	0.1204600	0.1972000	0.0631302	-0.0576443	-0.0016312	0.1758710	-0.2610570	-0.3358970
ENJLISTS	0.0551633	0.0071586	-0.0072227	0.0569335	0.0000369	0.1190360	0.0198287	0.0658869	-0.2340510	-0.2392460
HATERUSH	-0.0106213	-0.0184304	-0.0123833	0.0733287	0.0628239	0.0442532	0.0280802	0.0043218	-0.1251690	-0.1384480
ROJCOMFR	0.0035870	0.0017596	0.0706860	0.0749077	0.1200290	0.0592772	0.0545322	0.0562274	-0.2447540	-0.2679690
LCLOSURE	0.0774965	0.0620478	0.0868426	0.0773810	0.0054705	0.1120320	-0.0223112	0.0636222	-0.1089450	-0.1012650
BEONTIME	0.1249270	0.1462760	0.0922177	0.1031880	-0.0226435	0.0693814	-0.0434965	0.1457020	-0.1396850	-0.4105110
COMMITMH	-0.1232210	-0.0752683	0.0753351	0.0607823	-0.0061327	0.2265420	0.0162298	0.0225321	-0.0652839	-0.1219470
PLANAEHA	0.0788469	0.0572349	0.0594966	0.1389470	0.0613463	0.0865327	0.0161707	0.1828100	-0.2555420	-0.3577760

	TIMERELA	FLEXORGA	RANDSEQU	IMPUDEL	IMPETASK	UNSCHEDU	LASTMINU	UNEXPECT	NOORGANI	GOWIFLOW
TIMERELA	1.0000000									
FLEXORGA	-0.4136580	1.0000000								
RANDSEQU	-0.3287490	0.4169560	1.0000000							
IMPUDEL	-0.1921750	0.2640830	0.4391400	1.0000000						
IMPETASK	-0.3750260	0.4216880	0.3855210	0.3464040	1.0000000					
UNSCHEDU	0.2769970	-0.2707550	-0.3215020	-0.2684080	-0.2569940	1.0000000				
LASTMINU	0.1362410	-0.2303190	-0.1236670	-0.1647260	-0.1452620	0.1988220	1.0000000			
UNEXPECT	0.2700000	-0.2837670	-0.3332280	-0.3755940	-0.3136990	0.3620220	0.2084560	1.0000000		
NOORGANI	0.2620310	-0.3062310	-0.3252520	-0.3042720	-0.2677950	0.3381220	0.1425570	0.3220060	1.0000000	
GOWIFLOW	0.3299260	-0.3123070	-0.3027140	-0.2917880	-0.2835280	0.3600170	0.1703260	0.2959390	0.3574510	1.0000000
LASTMINT	0.1407500	-0.2230880	-0.2004840	-0.2095900	-0.1971460	0.2033060	0.7168840	0.2229640	0.1776400	0.1748970
FORMOMEN	0.2712220	-0.2686720	-0.3796120	-0.3717280	-0.2902910	0.3718940	0.1783830	0.3851760	0.3717800	0.4101080
ORDERIRR	0.2877290	-0.3891840	-0.2977570	-0.2118620	-0.3235820	0.2516660	0.1700880	0.1704210	0.2504710	0.2285280
THINKAHE	-0.1906310	0.1846990	0.1544680	0.1397830	0.2098390	-0.1648700	-0.1216230	-0.1236060	-0.1384840	-0.1681570
IMPULSIV	-0.1877380	0.2269370	0.2663430	0.2595990	0.3070830	-0.2295720	-0.1388810	-0.4044260	-0.1933800	-0.1006100
STRUTIME	-0.2914610	0.3490290	0.3245670	0.2507310	0.3579380	-0.3846300	-0.2517510	-0.4184730	-0.2871250	-0.2376060
ENJLISTS	-0.2734480	0.3828400	0.3123770	0.2168630	0.3595620	-0.3203430	-0.1215640	-0.2684460	-0.2379460	-0.2019760
HATERUSH	-0.1157270	0.2521960	0.1987710	0.1744550	0.2557330	-0.2053170	-0.5228560	-0.2042860	-0.1832620	-0.2083050
ROJCOMFR	-0.2659550	0.3161680	0.3141260	0.2755060	0.3383680	-0.2854360	-0.1569400	-0.3935160	-0.2102890	-0.1890360
LCLOSURE	-0.1333940	0.1542450	0.1380630	0.1524760	0.1672280	-0.1801770	-0.0707478	-0.2603400	-0.1751600	-0.1785030
BEONTIME	-0.3777560	0.2432690	0.2019520	0.1496960	0.2792690	-0.1993280	-0.2191770	-0.2289910	-0.2059530	-0.2143800

COMMITMN	-0.1298410	0.1368950	0.1646540	0.1074730	0.1364790	-0.1712470	-0.0845613	-0.2057620	-0.1555940	-0.1515040
PLANAHEA	-0.3436030	0.3781050	0.3960560	0.2964320	0.4131730	-0.3831010	-0.2743090	-0.3745900	-0.3795120	-0.2839320

	LASTMINT	FORMOMEN	ORDERIRR	THINKAHE	IMPULSIV	STRUTIME	ENJLISTS	HATERUSH	ROUCOMFR	LCLOSURE
LASTMINT	1.0000000									
FORMOMEN	0.2524250	1.0000000								
ORDERIRR	0.1728260	0.2774660	1.0000000							
THINKAHE	-0.1330430	-0.2016630	-0.2173730	1.0000000						
IMPULSIV	-0.1787260	-0.3056570	-0.1726420	0.1508850	1.0000000					
STRUTIME	-0.2580620	-0.3994430	-0.2179370	0.2122190	0.3328200	1.0000000				
ENJLISTS	-0.1980400	-0.3147690	-0.3166990	0.2248740	0.2272640	0.3331460	1.0000000			
HATERUSH	-0.5185490	-0.1835490	-0.1408300	0.1203950	0.2496570	0.2644760	0.1681820	1.0000000		
ROUCOMFR	-0.1681770	-0.2988680	-0.3210990	0.2066430	0.3456110	0.3579800	0.3770300	0.2218430	1.0000000	
LCLOSURE	-0.0835443	-0.1874000	-0.0713496	0.1006210	0.2796390	0.1962830	0.2133930	0.1054580	0.2596480	1.0000000
BEONTIME	-0.1940140	-0.1766600	-0.3150630	0.1817700	0.2026020	0.1951180	0.1905450	0.2261870	0.2694790	0.1673870
COMMITMN	-0.0997226	-0.1503030	-0.1678900	0.1215590	0.0932411	0.0993469	0.1827510	0.1402350	0.2334200	0.1290370
PLANAHEA	-0.2768630	-0.3801310	-0.4150730	0.3730330	0.3285520	0.5175560	0.4909190	0.3094970	0.4121730	0.2333010

	BEONTIME	COMMITMN	PLANAHEA
BEONTIME	1.0000000		
COMMITMN	0.1570690	1.0000000	
PLANAHEA	0.3327270	0.2221270	1.0000000

BEST COPY AVAILABLE

APPENDIX B
Correlation Matrix
($n=420+221=641$; $y=16$)

	AIEPOS	AIENEG	SIEPOS	SIENEG	ASNPOS	ASNNEG	SSNPOS	SSNNEG	ATFPOS	ATFNEG
AIEPOS	1.0000000									
AIENEG	0.7479710	1.0000000								
SIEPOS	0.4804470	0.4485600	1.0000000							
SIENEG	0.6675070	0.5935500	0.4800410	1.0000000						
ASNPOS	-0.0295318	-0.2229430	-0.0273367	-0.1287930	1.0000000					
ASNNEG	-0.1830750	-0.2221270	-0.1010580	-0.1611830	0.6426050	1.0000000				
SSNPOS	-0.0335890	-0.1052490	-0.0871232	-0.1559850	0.4810840	0.3910110	1.0000000			
SSNNEG	-0.0358609	-0.1080390	-0.0722298	-0.1135560	0.5492350	0.4736020	0.4175960	1.0000000		
ATFPOS	-0.2747280	-0.2438720	-0.1227390	-0.3563060	0.3564620	0.3877720	0.1532970	0.2538560	1.0000000	
ATFNEG	-0.3005140	-0.1721990	-0.0931044	-0.3132340	0.2186700	0.3944950	0.0633558	0.2628390	0.7516650	1.0000000
STFPOS	-0.1149900	-0.0592773	0.0690444	-0.1266060	0.0647677	0.1216390	-0.0035361	0.0596183	0.4461520	0.4790360
STFNEG	-0.2031080	-0.1912550	-0.1408080	-0.2424990	0.1437410	0.1711630	-0.0224449	0.2030730	0.3607750	0.4015830
AJPPOS	0.0136419	-0.1426990	-0.0277990	-0.1698480	0.5428480	0.5064510	0.2805700	0.3680670	0.3359910	0.2568740
AJPNEG	-0.0758797	-0.1913760	-0.0941430	-0.1614520	0.5166180	0.6311060	0.2127820	0.4138060	0.2341890	0.2777480
SJPPOS	-0.0470730	-0.1738730	-0.0174214	-0.1445680	0.4025960	0.4655110	0.2436820	0.2842970	0.1861420	0.1596350
SJPNEG	0.0136452	-0.1157970	-0.1058080	-0.0615204	0.4141350	0.4875760	0.1331270	0.3662510	0.1276640	0.1055470
	STFPOS	STFNEG	AJPPOS	AJPNEG	SJPPOS	SJPNEG				
STFPOS	1.0000000									
STFNEG	0.1730530	1.0000000								
AJPPOS	0.0816040	0.1864890	1.0000000							
AJPNEG	0.1083480	0.1670100	0.5781360	1.0000000						
SJPPOS	0.0743255	0.1272670	0.5274140	0.6157750	1.0000000					
SJPNEG	-0.1066280	0.1669200	0.5139790	0.6090590	0.6819360	1.0000000				

Descriptive Statistics
($n=641$; $y=16$)

VARIABLE	MEAN	ST. DEV.	SKEWNESS	KURTOSIS	MINIMUM	FREQ.	MAXIMUM	FREQ.
AIEPOS	24.934	7.666	0.416	-0.328	8.000	1	48.000	1
AIENEG	20.208	6.018	0.267	-0.436	6.000	2	37.000	1
SIEPOS	7.587	2.984	0.113	-0.702	2.000	23	14.000	11
SIENEG	15.950	5.733	0.397	-0.281	5.000	9	34.000	1
ASNPOS	29.481	6.260	-0.059	-0.152	11.000	1	47.000	1
ASNNEG	29.854	6.378	-0.002	0.105	10.000	1	49.000	2
SSNPOS	35.022	5.848	-0.304	0.067	14.000	1	49.000	3
SSNNEG	8.245	3.016	-0.011	-0.683	2.000	17	14.000	31
ATFPOS	48.267	8.400	-0.494	0.463	17.000	1	69.000	1
ATFNEG	45.939	8.448	-0.333	0.437	17.000	1	70.000	1
STFPOS	13.223	3.397	-0.188	-0.047	3.000	2	21.000	9
STFNEG	4.237	1.670	-0.219	-0.930	1.000	38	7.000	44
AJPPOS	11.669	3.779	-0.158	-0.498	3.000	9	21.000	3
AJPNEG	15.315	4.224	0.122	-0.242	4.000	1	28.000	2
SJPPOS	30.932	8.318	-0.033	-0.343	10.000	1	56.000	1
SJPNEG	33.180	8.897	0.222	-0.111	11.000	1	61.000	1

APPENDIX C
Correlation Matrix
($n=420+221=641$; $y= 8+4 = 12$)

	AIEPOS	AIENEG	SINTREXT	ASNPOS	ASNNEG	SSENSINT	ATFPOS	ATFNEG	STHINFEE	AJPPPOS
AIEPOS	1.0000000									
AIENEG	0.7479710	1.0000000								
SINTREXT	0.6895660	0.6215140	1.0000000							
ASNPOS	-0.0295318	-0.2229430	-0.1074800	1.0000000						
ASNNEG	-0.1830750	-0.2221270	-0.1606590	0.6426050	1.0000000					
SSENSINT	-0.0399849	-0.1235770	-0.1611300	0.5867900	0.4876950	1.0000000				
ATFPOS	-0.2747280	-0.2438720	-0.3157720	0.3564620	0.3877720	0.2181960	1.0000000			
ATFNEG	-0.3005140	-0.1721990	-0.2718120	0.2186700	0.3944950	0.1527040	0.7516650	1.0000000		
STHINFEE	-0.1808030	-0.1290080	-0.1555170	0.1139740	0.1731840	0.0437145	0.5247490	0.5693070	1.0000000	
AJPPPOS	0.0136419	-0.1426990	-0.1385130	0.5428480	0.5064510	0.3611240	0.3359910	0.2568740	0.1458280	1.0000000
AJPNEG	-0.0758797	-0.1913760	-0.1581560	0.5166180	0.6311060	0.3271920	0.2341890	0.2777480	0.1602790	0.5781360
SJUDGPER	-0.0171120	-0.1568600	-0.1102060	0.4454840	0.5200170	0.2971760	0.1700120	0.1435830	0.0490360	0.5675100
AJPNEG										
SJUDGPER										
AJPNEG	1.0000000									
SJUDGPER	0.6676430	1.0000000								

Descriptive Statistics
($n=641$; $y= 8+4 =12$)

VARIABLE	MEAN	ST. DEV.	SKEWNESS	KURTOSIS	MINIMUM	FREQ.	MAXIMUM	FREQ.
AIEPOS	24.934	7.666	0.416	-0.328	8.000	1	48.000	1
AIENEG	20.208	6.018	0.267	-0.436	6.000	2	37.000	1
SINTREXT	23.537	7.629	0.259	-0.494	8.000	2	46.000	1
ASNPOS	29.481	6.260	-0.059	-0.152	11.000	1	47.000	1
ASNNEG	29.854	6.378	-0.002	0.105	10.000	1	49.000	2
SSENSINT	43.266	7.617	-0.236	-0.107	19.000	1	61.000	2
ATFPOS	48.267	8.400	-0.494	0.463	17.000	1	69.000	1
ATFNEG	45.939	8.448	-0.333	0.437	17.000	1	70.000	1
STHINFEE	17.460	4.036	-0.281	0.331	5.000	1	28.000	3
AJPPPOS	11.669	3.779	-0.158	-0.498	3.000	9	21.000	3
AJPNEG	15.315	4.224	0.122	-0.242	4.000	1	28.000	2
SJUDGPER	64.112	15.788	0.125	-0.008	25.000	2	115.000	1

APPENDIX D
Uncorrected Item Discrimination
and Divergent Validity Coefficients
($n=420+221=641$; $y=21+23+24+25=93$)

EI

	XINTEXTR	XSENSINT	XTHINFEE	XJUDGPER	SOCLDES
SOCIPRIV	.7232**	-.1220**	-.2087**	-.1631**	-.0511
FRIEDIST	.6068**	-.1089**	-.3487**	-.0053	-.1503**
PERSOSHY	.7018**	-.1401**	-.2365**	-.0292	-.0603
APPRMYST	.4223**	.1354**	-.1665**	.1785**	-.2497**
MIXERLON	.7752**	-.0865*	-.2222**	-.0714	-.1357**
CONGRECL	.5818**	-.0880*	-.2623**	.0337	-.1204**
EXUBSERE	.5160**	.0076	.0030	-.0209	.0571
GREGTIMI	.6131**	-.1403**	-.0581	-.0477	-.0040
XQUIEEXP	.7064**	-.2712**	-.2080**	-.1545**	-.0175
XREFLECT	.4240**	.0944*	.0816*	-.0045	-.1227**
XINTREXT	.7190**	-.1586**	-.2074**	-.1481**	-.0071
XSTILLAN	.5055**	-.3047**	-.2110**	-.2276**	.1010*
XSOLIAMI	.6039**	-.1456**	-.2830**	-.0409	-.0585
XSILEGAB	.6718**	-.1387**	-.1771**	-.1617**	.0031
SHYPERSO	.5749**	.0202	-.0158	.0497	-.1456**
PRESWRIT	.4295**	-.1602**	-.1948**	-.1644**	-.0386
XGRPPROJ	.4614**	-.0812*	-.2195**	-.1218**	-.1784**
XRELAXSO	.6662**	-.0424	-.1381**	-.0953*	-.2191**
XLIKETAL	.4549**	-.1169**	-.3565**	-.0794*	.0468
XNEWPEOP	.6233**	-.2663**	-.3258**	-.1535**	-.1844**
XTALKOTH	.6875**	-.1537**	-.2507**	-.0593	-.1125**

SN

	XINTEXTR	XSENSINT	XTHINFEE	XJUDGPER	SOCLDES
REALINTU	-.0668	.4280**	.3561**	.1830**	.0003
PRECIMAG	-.1084**	.6264**	.4790**	.4359**	-.0921*
CONCEXP	-.1742**	.5353**	.2608**	.3677**	.0234
TRADCREA	-.0485	.6352**	.3525**	.2855**	.0336
DIRINGEN	-.0975*	.4544**	.1887**	.2656**	-.0324
PLANVISI	-.1074**	.6200**	.3206**	.4745**	-.0420
PRACTHEO	.0583	.4087**	.1382**	.2520**	-.0780*
XINSISYS	-.1510**	.5287**	.3633**	.3537**	-.0056
XVARIREP	-.2263**	.4945**	.3125**	.3369**	.0242
XINVENOR	-.1002*	.6206**	.3234**	.5328**	-.0693
XINQUCRI	-.1945**	.4071**	.4305**	.2058**	.1679**
XDIVERCO	-.1421**	.5482**	.3803**	.4193**	-.0439
XDIVEPRE	-.1497**	.5581**	.3856**	.4803**	-.0269
XCONCREA	.0582	.4177**	.1876**	.2428**	-.0810*
DIFFPERS	-.0667	.4579**	.3949**	.2362**	.2797**
USEINTUI	-.2193**	.3662**	.3126**	.1299**	.0520
SEEPATTR	.0983*	.3270**	.1494**	.0407	-.0300
NEWSKILL	.0409	.3001**	.1578**	.0906*	.1165**
SEEMEANG	-.0033	.3883**	.2382**	-.0441	.0797*
INVENTIV	-.1678**	.6416**	.3457**	.3207**	.0983*
CREATNEW	-.1446**	.6104**	.4046**	.2250**	.0839*
XPREFFAC	-.0553	.5615**	.3991**	.3659**	.0243
XMECHANI	-.1045**	.6095**	.4780**	.3214**	-.0310

TF

	XINTEXTR	XSENSINT	XTHINFEE	XJUDGPER	SOCLDESR
DISPEMOT	-.2174**	.1420**	.4676**	-.0142	.0155
JUSTHARM	-.0326	.1961**	.4072**	.1400**	.1647**
EVALOPEN	-.3375**	.2820**	.5188**	.2183**	.0948*
IMPEPERS	-.4019**	.1310**	.4048**	-.0596	.0299
PRINPEOP	-.1869**	.1681**	.4162**	.1796**	.0275
EVALNONJ	-.0706	.2784**	.4967**	.2126**	.2249**
FACTCOMP	-.1861**	.2358**	.6384**	.1424**	.0530
LOGHUMAN	-.0589	.2644**	.5682**	.1246**	.0054
SKEPTRUS	-.2266**	.1268**	.4891**	.1117**	.1789**
STRIFORG	-.1702**	.3025**	.6033**	.2018**	.1948**
XEMPALOG	-.1052**	.2166**	.5290**	.1521**	.0281
XCARICOO	-.1926**	.0382	.4607**	-.1292**	.2384**
XRECEPSE	-.1778**	.2074**	.4314**	.1726**	.1036**
XSYMPFAI	-.0214	.1579**	.4131**	.1610**	-.0646
XGULLSUS	-.1390**	-.0052	.3578**	.0424	.0994*
XKINDANA	-.2507**	.2144**	.5927**	.1139**	.1062**
XFEELTHI	-.1338**	.2000**	.5759**	.1533**	.1044**
XTENDRAT	-.1710**	.1676**	.5863**	.1185**	.0563
XACCEDIS	-.2483**	.2774**	.5276**	.1568**	.1950**
XLIGHPRU	-.2644**	.2609**	.5044**	.2594**	.1113**
AVOIDCON	.0857*	-.0548	.1582**	-.0028	-.0752
EMOTIONL	-.2881**	.1667**	.4433**	.0079	-.0193
SENSITIV	-.0298	.0741	.2970**	.0382	.0239
XBUSINES	-.2382**	.1446**	.3668**	.1850**	.0681

JP

	XINTEXTR	XSENSINT	XTHINFEE	XJUDGPER	SOCLDESR
RESPADAP	-.0253	.3745**	.2129**	.4477**	-.0516
PROMFREE	-.1422**	.4837**	.3805**	.6105**	-.0449
TIMERELA	-.0428	.3866**	.3367**	.5545**	.0047
XFLEXORG	-.1441**	.4560**	.3097**	.6161**	-.0111
XRANDSEQ	-.1462**	.4105**	.2128**	.5863**	-.0957*
XIMPUDEL	-.1319**	.3576**	.2536**	.5110**	-.1223**
XIMPETAS	-.0151	.4419**	.2805**	.6050**	-.0799*
UNSCHEDU	-.0594	.2623**	.1513**	.5736**	.0440
LASTMINU	-.0290	.0962*	-.0208	.4644**	-.0871*
UNEXPECT	-.1576**	.4046**	.2545**	.6036**	.0003
NOORGANI	-.0443	.3054**	.2748**	.5434**	-.0903*
GOWIFLOW	-.1041**	.2142**	.2445**	.5236**	-.0284
LASTMINT	-.0608	.2344**	.0510	.5007**	-.0429
FORMOMEN	-.1385**	.4007**	.3089**	.6030**	-.0219
ORDERIRR	-.0022	.3362**	.1219**	.5143**	-.0974*
XTHINKAH	.0219	.0559	-.0197	.3850**	-.0616
XIMPULSI	-.2360**	.4147**	.2468**	.4970**	.0413
XSTRUTIM	-.1242**	.3591**	.2497**	.6157**	-.0198
XENJLIST	.0613	.2633**	.0714	.5625**	-.0404
XHATERUS	-.0518	.1376**	.0234	.4841**	-.0821*
XROUCOMF	-.0902*	.4020**	.1504**	.5728**	-.0221
XLCLSUR	.0170	.2507**	.1553**	.3537**	.1618**
XBEONTIM	-.0146	.2217**	.1951**	.4881**	-.0249
XCOMMITM	.0403	.0714	-.0557	.3255**	-.0276
XPLANAHE	.0005	.3217**	.1365**	.7081**	-.0604

APPENDIX E
Corrected Item Discrimination
and alpha-if-Deleted Coefficients
($n=420+221=641$; $y=21+23+24+25=93$)

EI

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
SOCIPRIV	65.1789	318.6679	.6792	.8956
FRIEDIST	66.5783	333.4223	.5639	.8991
PERSOSHY	65.8653	321.9669	.6578	.8963
APPRMYST	65.7031	337.5514	.3520	.9038
MIXERLON	65.6141	318.5015	.7409	.8943
CONGRECL	65.7078	334.1354	.5362	.8996
EXUBSERE	64.7377	333.5293	.4563	.9012
GREGTIMI	65.1181	330.6743	.5663	.8988
XQUIEEXP	65.5018	324.2793	.6663	.8964
XREFLECT	65.1078	338.2902	.3568	.9036
XINTREXT	65.2791	320.7712	.6768	.8958
XSTILLAN	65.5892	334.0737	.4449	.9015
XSOLIAMI	65.4590	332.4339	.5587	.8991
XSILEGAB	64.9332	323.6141	.6244	.8971
SHYPERSO	64.4527	322.3941	.5025	.9006
PRESWRIT	65.3193	332.3325	.3417	.9056
XGRPPROJ	65.0042	330.2484	.3771	.9045
XRELAXSO	65.2101	320.0579	.6120	.8973
XLIKETAL	65.8669	334.6842	.3837	.9032
XNEWPEOP	66.1633	331.4714	.5796	.8987
XTALKOTH	65.2039	315.3882	.6310	.8967

N of Cases = 641.0
Alpha = .9038

N of Items = 21

SN

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
REALINTU	98.8735	273.2922	.3545	.8648
PRECIMAG	98.0876	262.5775	.5684	.8579
CONCEXPL	97.6999	269.2469	.4742	.8611
TRADCREA	98.1445	259.1624	.5716	.8574
DIRINGEN	98.4811	274.5776	.3932	.8636
PLANVISI	98.2386	262.4779	.5603	.8581
PRACTHEO	99.2048	275.4704	.3398	.8651
XINSISYS	97.9239	269.0059	.4654	.8614
XVARIREP	97.6563	270.0304	.4261	.8626
XINVENOR	98.7374	260.9693	.5575	.8580
XINQUCRI	97.9870	275.3067	.3370	.8652
XDIVERCO	98.3083	265.5997	.4792	.8608
XDIVEPRE	98.4485	266.7058	.4949	.8604
XCONCREA	99.2959	275.0213	.3492	.8648
DIFFPERS	97.3938	273.1477	.3920	.8636
USEINTUI	97.3048	278.1730	.2990	.8661
SEEPATTR	97.6126	279.2825	.2542	.8675
NEWSKILL	97.9657	278.9398	.2139	.8697
SEEMEANG	97.3822	276.9246	.3208	.8656
INVENTIV	98.0525	262.5665	.5870	.8574
CREATNEW	97.4784	264.7253	.5538	.8586
XPREFFAC	99.1009	260.5619	.4809	.8609
XMECHANI	97.8579	259.0728	.5388	.8586

N of Cases = 641.0
Alpha = .8674

N of Items = 23

TF

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
DISPEMOT	106.0631	317.8076	.4658	.8740
JUSTHARM	107.5967	316.7082	.3327	.8778
EVALOPEN	107.0763	313.3917	.4659	.8736
IMPEPERS	106.0132	321.8269	.3869	.8757
PRINPEOP	106.9388	315.1024	.3757	.8763
EVALNONJ	107.3821	312.4736	.4183	.8751
FACTCOMP	106.7995	304.6800	.6543	.8686
LOGHUMAN	107.0319	309.6336	.5239	.8720
SKEPTRUS	107.0351	307.8756	.4802	.8732
STRIFORG	106.4500	311.9441	.5541	.8716
XEMPALOG	107.6873	309.2860	.5272	.8719
XCARICOO	106.1037	315.5971	.4657	.8738
XRECEPSE	107.3221	317.2869	.3833	.8759
XSYPFAI	107.8978	316.1840	.3853	.8759
XGULLSUS	108.0206	316.7711	.3921	.8756
XKINDANA	106.4875	307.4966	.5983	.8701
XFEELTHI	107.1240	306.2281	.5759	.8704
XTENDRAT	107.0538	305.8218	.6275	.8693
XACCEDIS	106.3059	315.3567	.4444	.8742
XLIGHPRU	106.7122	315.4005	.4674	.8737
AVOIDCON	107.6435	319.7076	.2438	.8814
EMOTIONL	106.4547	312.3306	.4759	.8733
SENSITIV	107.6747	316.1846	.3486	.8772
XBUSINES	107.4282	313.1032	.3962	.8758

N of Cases = 641.0
Alpha = .8787

N of Items = 24

JP

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Alpha if Item Deleted
RESPADAP	87.7360	429.0097	.3860	.8900
PROMFREE	86.9467	413.6570	.5546	.8859
TIMERELA	86.9373	420.6640	.4983	.8874
XFLEXORG	87.1637	416.9328	.5662	.8858
XRANDSEQ	87.3710	421.5316	.5377	.8867
XIMPUDEL	86.9215	427.7202	.4596	.8884
XIMPETAS	87.6145	425.4836	.5654	.8866
UNSCHEDU	87.3710	416.7196	.5146	.8870
LASTMINU	87.2712	420.8265	.3860	.8909
UNEXPECT	86.9732	415.5687	.5491	.8861
NOORGANI	86.7689	417.4809	.4787	.8880
GOWIFLOW	87.0481	423.4918	.4662	.8882
LASTMINT	86.9791	421.0845	.4330	.8892
FORMOMEN	86.8781	419.5094	.5544	.8862
ORDERIRR	88.5505	426.1831	.4604	.8883
XTHINKAH	88.2338	433.7120	.3213	.8914
XIMPULSI	87.0667	425.3796	.4379	.8888
XSTRUTIM	86.7876	415.6750	.5638	.8858
XENJLIST	87.8047	414.0007	.4960	.8876
XHATERUS	87.5973	423.3289	.4173	.8895
XROUCOMF	87.8141	423.5898	.5251	.8870
XLCLSUR	87.4152	437.8388	.2959	.8917
XBEONTIM	88.5271	425.7570	.4278	.8891
XCOMMITM	88.3855	438.6619	.2634	.8924
XPLANAHE	88.1526	413.8096	.6707	.8837

N of Cases = 641.0
Alpha = .8921

N of Items = 25

Appendix F
Varimax-Rotated Principal Components
(n=420+221=641; y=21+23+24+25=93)

*** Kaiser-Meyer-Olkin Measure of Sampling Adequacy = .90303

	Factor 1	Factor 2	Factor 3	Factor 4
SOCIPRIV	.15057	-.71492	-.13188	.06129
FRIEDIST	-.08240	-.57232	-.36426	.01284
PERSOSHY	-.05088	-.71279	-.13306	-.06781
APPRMYST	-.24375	-.39705	-.25315	.18385
MIXERLON	.02899	-.77235	-.15519	.05845
CONGRECL	-.12009	-.57449	-.23580	-.00827
EXUBSERE	.03151	-.52605	.07208	.08671
GREGTIMI	-.00984	-.65720	.14831	-.14137
QUIEEXPR	-.08044	.71882	-.00049	.20736
REFLECTI	-.05575	.46263	-.15017	-.16895
INTREXTR	-.09109	.72565	.06843	.05520
STILLANI	-.17488	.48186	.06613	.21560
SOLIAMIC	.04337	.57739	.23503	.05953
SILEGABB	-.12864	.65983	.06779	.00494
SHYPERSO	-.07304	-.59062	.10568	.01952
PRESWRIT	.13070	-.34931	-.10572	-.07555
GRPPROJE	-.11005	.39617	.17366	-.05081
RELXSOC	-.06450	.66596	.01927	-.05640
LIKETALK	.00645	.35824	.40795	.00949
NEWPEOPL	-.05984	.58739	.18170	.17708
TALKOTHR	.03212	.66456	.08391	.12557
=====				
REALINTU	-.06810	-.00495	.28547	.36884
PRECIMAG	-.34636	.02195	.32205	.46768
CONCEXP	-.31324	.15962	.02833	.42610
TRADCREA	-.19582	.00385	.11395	.60736
DIRINGEN	-.20135	.08471	-.00432	.41479
PLANVISI	-.42087	.05409	.10251	.46955
PRACTHEO	-.22043	-.10527	-.01025	.35793
INSISYST	.29661	-.11360	-.22368	-.35010
VARIREPE	.27656	-.21855	-.16737	-.34261
INVENORG	.49667	-.04281	-.13037	-.41866
INQUCRIT	.12335	-.14410	-.37508	-.24224
DIVERCON	.37731	-.09263	-.24975	-.34219
DIVEPREC	.45007	-.09273	-.23636	-.32185
CONCREAL	.20889	.13281	-.07412	-.33273
DIFFPERS	-.10631	.01400	.14652	.45710
USEINTUI	.00537	.21856	.09419	.37604
SEEPATTR	.08840	-.09606	-.13014	.46660
NEWSKILL	-.01099	-.05535	-.08440	.34339
SEEMEANG	.22857	.00187	-.07400	.60506
INVENTIV	-.18571	.15130	-.03757	.66261
CREATNEW	-.06371	.10993	.04404	.66995
PREFFACT	.28471	.00634	-.10436	-.46422
MECHANIC	.21308	-.03314	-.24370	-.52094

DISPEMOT	.12290	.13498	.52177	.09003
JUSTHARM	-.06639	-.05855	.36644	.12501
EVALOPEN	-.15505	.27624	.46316	.10463
IMPEPERS	.19462	.38772	.39251	.10105
PRINPEOP	-.15264	.11469	.40395	.00252
EVALNONJ	-.15078	-.01182	.44995	.14209
FACTCOMP	-.03730	.06318	.69902	.07714
LOGHUMAN	-.02704	-.06185	.58606	.17078
SKEPTRUS	-.05368	.13994	.52180	-.04043
STRIFORG	-.10453	.05957	.58035	.14783
EMPALOGI	.08542	.00301	-.58239	-.05033
CARICOOL	-.25564	-.11381	-.55076	-.01723
RECEPSEL	.09470	-.11862	-.41280	-.07249
SYMPFAIR	.13860	.09211	-.45228	-.00827
GULLSUSP	.02452	-.06000	-.44252	.17379
KINDANAL	.03360	-.15480	-.65990	-.02778
FEELTHIN	.06262	-.01679	-.64604	-.04900
TENDRATI	.05502	-.05081	-.69552	.03775
ACCEDISC	.05156	-.18534	-.46313	-.17609
LIGHPRUD	.20688	-.20105	-.46709	-.06290
AVOIDCON	-.00625	-.15631	.33704	-.17293
EMOTIONL	.11286	.21032	.53107	.10854
SENSITIV	.00757	-.05581	.41040	-.03186
BUSINESS	.13641	-.16052	-.42643	.02177
RESPADAP	-.36106	-.02183	.06797	.30134
PROMFREE	-.53679	.07355	.24066	.27334
TIMERELA	-.50524	-.03471	.25720	.17243
FLEXORGA	.58301	-.08475	-.18829	-.19560
RANDSEQU	.58379	-.10940	-.06226	-.17865
IMPUDELI	.48768	-.09228	-.14584	-.15171
IMPETASK	.57606	.06507	-.17331	-.23028
UNSCHEDU	-.55109	.03928	.03592	.05126
LASTMINU	-.43308	.06474	-.14018	-.06932
UNEXPECT	-.55031	.14063	.04218	.21686
NOORGANI	-.49109	-.02213	.20277	.09381
GOWIFLOW	-.52540	.04017	.26904	-.08964
LASTMINT	-.44737	.08829	-.13836	.07458
FORMOMEN	-.54252	.09348	.16147	.18004
ORDERIRR	-.52081	-.03464	.02533	.13089
THINKAHE	.42768	.03419	.00820	.13594
IMPULSIV	.42183	-.23754	-.00940	-.29048
STRUTIME	.57623	-.08854	-.11372	-.12596
ENJLISTS	.57949	.10967	.04083	-.07246
HATERUSH	.48093	-.07491	.09170	.06480
ROUCOMFR	.56227	-.06252	.05026	-.21674
LCLOSURE	.31721	.05288	-.02569	-.15073
BEONTIME	.46350	.04637	-.14323	-.01164
COMMITMN	.37906	.03821	.13579	.07728
PLANAHEA	.73825	.03886	-.00893	-.03389

Appendix G
Oblimin-Rotated Principal Components
($n=420+221=641$; $y=21+23+24+25=93$)

Pattern Matrix

	Factor 1	Factor 2	Factor 3	Factor 4
SOCIPRIV	-.13875	-.71491	.06268	.10912
FRIEDIST	.12007	-.55304	.32175	.04357
PERSOSHY	.08677	-.71191	.06520	-.04713
APPRMYST	.25004	-.39063	.24170	.19017
MIXERLON	-.01056	-.77285	.08598	.09559
CONGRECL	.15322	-.56560	.19030	.00932
EXUBSERE	-.03797	-.54187	-.12137	.10355
GREGTIMI	.03495	-.67582	-.22367	-.13820
QUIEEXPR	.03707	.72352	.08586	.18506
REFLECTI	.08131	.48563	.19149	-.18455
INTREXTR	.06499	.72870	.00757	.02185
STILLANI	.13371	.47605	-.00098	.18539
SOLIAMIC	-.08173	.56627	-.18301	.03502
SILEGABB	.11228	.66272	.00051	-.03246
SHYPERSO	.07826	-.60978	-.16153	.02194
PRESWRIT	-.10863	-.34247	.06441	-.04673
GRPPROJE	.09988	.38810	-.13763	-.08734
RELXSOC	.05828	.67532	.04455	-.08574
LIKETALK	-.04341	.33054	-.38283	-.02576
NEWPEOPL	.01088	.57634	-.11622	.14811
TALKOTHR	-.07138	.66517	-.01540	.10928
REALINTU	-.00192	-.03868	-.26876	.35570
PRECIMAG	.26683	-.02052	-.28609	.42344
CONCEXPL	.25546	.14460	.02443	.39909
TRADCREA	.10655	-.02371	-.07296	.59875
DIRINGEN	.14596	.07294	.04519	.40422
PLANVISI	.35720	.02889	-.05476	.43014
PRACTHEO	.17832	-.11826	.03030	.34903
INSISYST	-.23711	-.08423	.18529	-.31114
VARIREPE	-.21905	-.19582	.11867	-.30628
INVENORG	-.44075	-.01552	.08412	-.36748
INQUCRIT	-.06364	-.10800	.35103	-.20854
DIVERCON	-.31990	-.05998	.21107	-.29278
DIVEPREC	-.39847	-.06075	.19543	-.26439
CONCREAL	-.16500	.15227	.06077	-.31964
DIFFPERS	.03365	-.01097	-.11783	.45105
USEINTUI	-.07053	.20457	-.05374	.37734
SEEPATTR	-.14674	-.09800	.14719	.50369
NEWSKILL	-.03094	-.05846	.10139	.36094
SEEMEANG	-.31654	-.00490	.10124	.65633
INVENTIV	.09518	.13700	.09939	.66257
CREATNEW	-.03582	.08976	.00698	.67987
PREFFACT	-.21925	.03071	.06862	-.44157
MECHANIC	-.12727	.00246	.20731	-.49827
DISPEMOT	-.17731	.09402	-.52146	.06972
JUSTHARM	.02697	-.09329	-.37110	.10000
EVALOPEN	.10704	.23821	-.43502	.05323
IMPEPERS	-.24949	.36179	-.36684	.09032
PRINPEOP	.12675	.08166	-.39608	-.04375

EVALNONJ	.10458	-.05416	-.44754	.10148
FACTCOMP	-.02118	.00499	-.70399	.02899
LOGHUMAN	-.03474	-.11512	-.59545	.13780
SKEPTRUS	.02271	.10015	-.52105	-.08528
STRIFORG	.04587	.00822	-.57582	.10225
EMPALOGI	-.04143	.05270	.59044	-.00519
CARICOOI	.30478	-.07380	.56307	-.00812
RECEPSEL	-.05652	-.08386	.40318	-.03448
SYMPFAIR	-.11284	.13223	.46599	.03345
GULLSUSP	-.01894	-.02925	.45655	.21260
KINDANAL	.01731	-.10253	.65800	.02174
FEELTHIN	-.01347	.03742	.65478	-.00174
TENDRATI	-.01399	.00453	.70749	.09126
ACCEDISC	.00751	-.14540	.44410	-.14139
LIGHPRUD	-.16769	-.16195	.44657	-.00609
AVOIDCON	.01195	-.18163	-.37026	-.19675
EMOTIONL	-.17194	.16915	-.52216	.08500
SENSITIV	-.02961	-.08901	-.42807	-.05682
BUSINESS	-.11102	-.12722	.41674	.06978
RESPADAP	.32382	-.04023	-.03902	.26726
PROMFREE	.49467	.04106	-.20081	.20470
TIMERELA	.47798	-.06717	-.23547	.10589
FLEXORGA	-.55657	-.05810	.14860	-.12211
RANDSEQU	-.56774	-.09379	.01802	-.11188
IMPUDELI	-.46758	-.07158	.11096	-.08997
IMPETASK	-.54881	.09364	.14613	-.16398
UNSCHEDU	.55569	.02847	-.00661	-.01254
LASTMINU	.46297	.07327	.16432	-.11339
UNEXPECT	.52852	.12657	.00638	.15557
NOORGANI	.47807	-.04775	-.18362	.02930
GOWIFLOW	.53375	.01447	-.25460	-.17035
LASTMINT	.45641	.09310	.17366	.03307
FORMOMEN	.51880	.07007	-.12289	.11206
ORDERIRR	.51553	-.04743	.00036	.07602
THINKAHE	-.46028	.03608	-.01539	.18735
IMPULSIV	-.38601	-.22738	-.04819	-.24557
STRUTIME	-.56451	-.06990	.07614	-.05552
ENJLISTS	-.59032	.11749	-.05996	-.01534
HATERUSH	-.50801	-.07893	-.11792	.11750
ROUCOMFR	-.54879	-.05458	-.09398	-.16224
LCLOSURE	-.30385	.06384	.00929	-.12000
BEONTIME	-.46603	.06504	.13090	.04809
COMMITMN	-.41059	.03072	-.14704	.11290
PLANAHEA	-.75407	.05069	-.02038	.04766

Structure Matrix

	Factor 1	Factor 2	Factor 3	Factor 4
SOCIPRIV	-.16303	-.72622	.19644	.00743
FRIEDIST	.05406	-.60132	.40067	-.01764
PERSOSHY	.02243	-.72233	.19127	-.09133
APPRMYST	.24219	-.40459	.25148	.18701
MIXERLON	-.04497	-.78168	.21513	.01857
CONGRECL	.09540	-.59044	.27216	-.02487
EXUBSERE	-.02830	-.51366	-.03214	.06876
GREGTIMI	-.01156	-.64361	-.08370	-.14981

QUIEEXPR	.11702	.72475	-.07953	.23936
REFLECTI	.03807	.44074	.11879	-.15359
INTREXTR	.11410	.73302	-.13826	.09534
STILLANI	.21031	.49916	-.13398	.25759
SOLIAMIC	-.01352	.59767	-.28122	.08644
SILEGABB	.14443	.66691	-.13150	.04891
SHYPERSO	.06833	-.57358	-.06334	.01741
PRESWRIT	-.15018	-.36466	.14888	-.11133
GRPPROJE	.11983	.41253	-.20937	-.01045
RELXSOC	.07166	.66388	-.07457	-.02371
LIKETALK	.02177	.39614	-.43386	.04640
NEWPEOPL	.09960	.61014	-.24556	.21406
TALKOTHR	-.00072	.67234	-.14421	.14629
REALINTU	.12278	.03888	-.31430	.39210
PRECIMAG	.41228	.08204	-.38123	.53253
CONCEXPL	.36297	.18751	-.09588	.47223
TRADCREA	.26789	.04388	-.17201	.63494
DIRINGEN	.24760	.10574	-.04798	.44060
PLANVISI	.47623	.09503	-.17214	.53184
PRACTHEO	.25618	-.08514	-.02390	.38067
INSISYST	-.34670	-.15753	.27896	-.40598
VARIREPE	-.32525	-.25539	.22968	-.39548
INVENORG	-.54691	-.08717	.20097	-.49383
INUCRIT	-.17078	-.19296	.41044	-.28560
DIVERCON	-.42678	-.14161	.30871	-.41068
DIVEPREC	-.49605	-.14205	.29956	-.40009
CONCREAL	-.24553	.10557	.10256	-.35870
DIFFPERS	.16408	.04864	-.18743	.47630
USEINTUI	.04561	.24016	-.13793	.38360
SEEPATTR	-.04387	-.09390	.11003	.43651
NEWSKILL	.04404	-.05024	.06261	.33330
SEEMEANG	-.16280	.00941	.04715	.56001
INVENTIV	.25944	.17731	-.03714	.68302
CREATNEW	.14242	.14042	-.10580	.67683
PREFFACT	-.33942	-.03045	.15818	-.50535
MECHANIC	-.28233	-.08307	.29811	-.56142
DISPEMOT	-.08354	.18450	-.52522	.10946
JUSTHARM	.09678	-.01553	-.37246	.15465
EVALOPEN	.19378	.32889	-.50110	.16424
IMPEPERS	-.15490	.42110	-.41313	.10994
PRINPEOP	.17390	.15867	-.42164	.05405
EVALNONJ	.18745	.04251	-.46677	.19045
FACTCOMP	.08133	.13530	-.70637	.12868
LOGHUMAN	.07361	.00308	-.59013	.20833
SKEPTRUS	.07721	.19045	-.52982	.00599
STRIFORG	.15002	.12492	-.59871	.20026
EMPALOGI	-.11904	-.05868	.58712	-.09940
CARICOO	.22238	-.15922	.53680	-.01988
RECEPSEL	-.12475	-.16411	.43132	-.11556
SYMPFAIR	-.15896	.04241	.45192	-.05416
GULLSUSP	-.02789	-.09734	.43285	.13753
KINDANAL	-.07201	-.22058	.67127	-.07987
FEELTHIN	-.09979	-.08380	.64998	-.09959
TENDRATI	-.08566	-.11899	.69497	-.01718
ACCEDISC	-.09730	-.23776	.49082	-.21710

LIGHPRUD	-.23928	-.25470	.49980	-.12825
AVOIDCON	.00044	-.12856	-.30924	-.15309
EMOTIONL	-.06957	.26130	-.54272	.13220
SENSITIV	.00807	-.01673	-.39928	-.00781
BUSINESS	-.15708	-.20499	.44467	-.03069
RESPADAP	.39489	.00801	-.11498	.35259
PROMFREE	.57652	.12448	-.30541	.36422
TIMERELA	.53263	.01373	-.30324	.25768
FLEXORGA	-.61133	-.12914	.25237	-.29103
RANDSEQU	-.60448	-.14071	.12833	-.26707
IMPUDELI	-.50988	-.12770	.20045	-.23163
IMPETASK	-.60465	.02019	.22722	-.31847
UNSCHEDU	.55512	.06265	-.08479	.13268
LASTMINU	.41636	.06237	.10539	-.01372
UNEXPECT	.57515	.17009	-.11117	.29972
NOORGANI	.50736	.01753	-.24358	.17494
GOWIFLOW	.52539	.08030	-.30379	.00503
LASTMINT	.44717	.09174	.09019	.13125
FORMOMEN	.56826	.13328	-.22228	.26846
ORDERIRR	.53201	-.00992	-.07165	.20390
THINKAHE	-.40813	.02569	.01209	.07492
IMPULSIV	-.45616	-.26168	.08207	-.35512
STRUTIME	-.59322	-.12282	.17325	-.21663
ENJLISTS	-.57898	.09119	.00023	-.14788
HATERUSH	-.46693	-.07897	-.05250	-.00102
ROUCOMFR	-.58092	-.08379	.01407	-.29281
LCLOSURE	-.33185	.03401	.05632	-.19392
BEONTIME	-.46739	.01634	.17455	-.08526
COMMITMN	-.36007	.04161	-.11419	.03232
PLANAHEA	-.73605	.01212	.06476	-.13792

Factor Correlation Matrix:

	Factor 1	Factor 2	Factor 3	Factor 4
Factor 1	1.00000			
Factor 2	.06114	1.00000		
Factor 3	-.13465	-.18366	1.00000	
Factor 4	.25548	.07961	-.14873	1.00000